

Revised
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**A STEP BY STEP GUIDE
TO MONITORING**
for recruitment companies

Monitoring your workforce
and applicants in line with
fair employment regulations

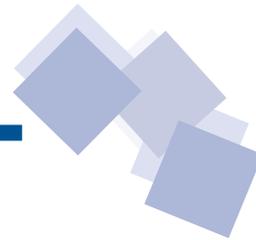
Equality Commission

FOR NORTHERN IRELAND



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ABOUT THIS GUIDE

This guide has been prepared following consultation with the Recruitment and Employment Confederation and discussion with a number of recruitment companies in Northern Ireland. We would take this opportunity to thank the Confederation, particularly those individuals who participated in the consultative meetings and on the working party which helped with the guide.

Although the legal framework within which monitoring takes place is the same for recruitment companies as for any other registered concern, the nature of the recruitment and employment service sector, particularly the role of temporary placement staff, means that additional consideration needs to be given to the monitoring of specific aspects of their business, such as their call-centre operations and placement registers. The aim of the Guide is to provide background information and practical guidance on systems and procedures to assist the companies meet their monitoring obligations in an efficient, uniform and consistent manner.

The Guide is divided into four key sections.

Section A places monitoring in its legal context, focussing on those changes to monitoring introduced by the 1999 Monitoring Regulations. It provides information on:

- **who** you should monitor
- **when** you should monitor, and
- **how** you should monitor

Section B is a step-by-step guide on how to monitor your workforce and covers:

- employees
- applicants
- appointees
- promotees
- leavers

Section C contains useful additional information, definitions etc as well as simple pro forma documentation that can be used or adapted to make monitoring as easy as possible

Section D here you will find a sample copy of the fair employment monitoring return form and Part R which recruitment companies complete as part of their yearly monitoring return.

In preparing the Guide, we have attempted as far as possible to make the procedures and documentation universally applicable. We recognise however that organisations differ considerably in terms of their size, complexity, access to information technology and cultures. Any organisation or company seeking further information or assistance in relation to their specific situation should consult Commission staff.

Section

A



THE LEGAL CONTEXT

Under fair employment legislation, since 1990, registered employers in Northern Ireland have had a legal duty to monitor the composition of their workforce and of those applying to fill vacancies. Since 1992 the requirement to register has covered employers with more than 10 full-time employees. Additional monitoring requirements have been placed on all specified public authorities and registered employers employing more than 250 employees.

Registered employers were also required to make an annual monitoring return to the Commission. Failure to supply this information is a criminal offence, as is failure to supply it within the prescribed period.

The Fair Employment and Treatment (NI) Order 1998 (the “1998 Order”) and the Fair Employment (Monitoring) Regulations (NI) 1999 (as amended) (the “Monitoring Regulations”) have introduced a number of additional monitoring requirements for all registered employers.

Set out below is a summary of the main requirements. Additional definitions can be found in the Glossary of Terms (Appendix 1). The detailed legal requirements are set out in the 1998 Order and 1999 Monitoring Regulations.

Who should I monitor?

All employers are required to provide monitoring information on:

- (i) employees (part-time and full-time)
- (ii) applicants
- (iii) appointees
- (iv) apprentices (where relevant)

In addition, all specified public authorities and other employers with more than 250 employees are required to submit information on:

- (v) promotees
- (vi) leavers

When considering whether you have more than 250 employees, both full-time and part-time workers must be included. For recruitment companies this covers core-staff, call-centre staff and persons on the placement register.

(i) Employees¹

For the purposes of monitoring, the 1998 Order and 1999 Regulations use the word “employee” which means

- (a) an individual employed under a contract of service or apprenticeship; or
- (b) an individual employed under a contract personally to execute any work or labour (e.g. a self-employed person).

In addition to those full-time and part-time staff working directly for the recruitment company, engaged on the normal contract of employment, who are referred to as core staff, this definition also includes temporary staff engaged by the recruitment company on either contracts of employment or contracts for services and hired to clients - who are referred to as those on “temporary assignment”, and also workers employed by the recruitment company, or supplied to a client company, to work at call centres who are separately referred to as “call centre staff”. The relevant call-centre staff are those individuals whose contract of employment remains with the recruitment company rather than passing to the client company.

All recruitment agencies should therefore consider as employees on the anniversary of date of registration.

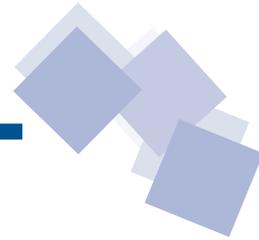
- core staff
- call centre staff, and
- all those on temporary assignment

Information on these employees is to be provided by **community background, sex, standard occupational classification (SOC)** (see Appendix 2), and further broken down by whether they work **full-time** (those normally working 16 hours or more per week) or **part-time** (those normally working less than 16 hours per week)

(ii) Applicants

All registered employers are now required to include monitoring information on the community background and sex of applicants to all vacancies on their second monitoring return form following registration with the Commission.

Applicants who apply to more than one vacancy during the monitoring period should be included only once, on the basis of the **first** vacancy they applied for. As with the employee information, this information needs to be broken down by the SOC group of the vacancy in question, however unlike the employee information, information on part-time and full-time vacancies does not need to be provided separately.



Recruitment companies should consider as applicants any of the following who applied to vacancies during the monitoring period:

- applicants to core vacancies
- applicants to call-centre vacancies, and
- those applying for inclusion on the placement register

The monitoring period refers to the 12 month period which runs between the anniversary dates of your registration.

(iii) Appointees

The monitoring regulations define appointees as those persons who were appointed to a vacancy during the monitoring year and who are still employed at the end of that 12 month period. Consequently an individual who becomes an employee but leaves again before the end of the monitoring year, would not be counted on the monitoring return form. However, all persons who obtain placements during the monitoring year should be treated as appointees by recruitment companies (see below). As is the case with applicants, appointees should only be monitored with regard to the first vacancy to which they were appointed.

As with the applicant information, appointee information needs to be provided by community background, sex and the SOC group of the position filled.

All recruitment companies should consider as appointees

- appointees to core vacancies during the monitoring period
- appointees to call centre vacancies during the monitoring period
- person appointed from the placement register during the monitoring period

In addition recruitment companies should also indicate separately the composition of those given placements from the placement register who had been:

- applicants to the placement register during the monitoring period
- already on the placement register prior to the monitoring period

As outlined above, individuals should be monitored in relation to their first placement, and included irrespective of whether that placement continues until the end of the monitoring year.

(iv) Apprentices

All registered employers and public authorities that employ apprentices are required to monitor them in the same way as other employees. In Part B of the monitoring form, information on apprentices is included with other employee information. In addition, in Part C, information on apprentices is recorded separately. This means that your systems will need to identify information on apprentices separately from that of other employees.

Promotees and Leavers

All registered employers are required to collect and include on their monitoring return information on employees, applicants and appointees. However only employers with more than 250 full-time and part-time employees (including core-staff and those on temporary assignment) on any given date during the monitoring year and all specified public authorities are **required** to provide the following information on promotees and leavers².

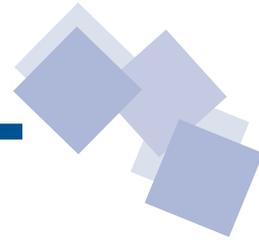
(v) Promotees

Under the 1999 Monitoring Regulations for someone to be considered a promotee and included on the monitoring return, four conditions need to be met:

1. the employee has moved from one job to another within the organisation, and
2. in doing so they fill a job which was restricted to those already employed by the organisation,
3. they remained in the new job for at least six months during the monitoring period, or have been notified in writing during that period that they will continue to be in that job, for not less than six months.
4. as a direct result of the move they receive an increase in pay (excluding expenses).

Condition 2 means that posts for which an internal employee successfully competed against external competition would therefore not be defined as a promotion.

Recruitment companies with more than 250 employees should consider as promotees individuals whose promotion related to either core posts or call-centre posts.



Information on these promotees must be provided by community background, gender and SOC. In many cases promotions will not result in changes to SOC groups. The SOC information should relate to the post into which the individual is promoted.

Where an employee is promoted more than once during the relevant 12 month monitoring period the first promotion should only be included on your monitoring return. This information should also only be included in the monitoring return for people who are still your employees at the end of the monitoring period, and it should be included even if the employee no longer holds the relevant promotion post.

(vi) Leavers

Leavers are simply those employees who left your employment during the monitoring year. Information on leavers must be provided by community background, gender and SOC.

Recruitment companies with more than 250 employees should consider as leavers:

- leavers from core posts during the monitoring period
- leavers from call centre posts during the monitoring period
- Individuals who physically leave the Register

Monitoring Summary

Monitoring Category	Which employers need to monitor?	Should information be broken down by?			
		Community background	Sex	SOC	Part-time and Full-time staff
Employees	ALL	✓	✓	✓	✓
Applicants	ALL	✓	✓	✓	X
Appointees	ALL	✓	✓	✓	X
Promotees	250 +	✓	✓	✓	X
Leavers	250+	✓	✓	✓	X

When should I monitor?

The Monitoring Regulations set down the dates and periods to which monitoring information relates, as well as when it should be collected and for how long it must be retained. Further information is provided in the Regulations. Information will also be included in the guidance notes included with the monitoring return form.

Employee information - relates to your workforce composition on the date at which you were registered by the Commission, for your first return and the anniversary of that date for subsequent returns. In effect, it provides an annual snapshot of the composition of your workforce.

Applicant and Appointee information - relates to the information collected during the 12 month monitoring period, as follows:

Employers completing their first monitoring return following registration with the Commission are not required to include applicant and appointee information in the return. However you must begin **collecting and retaining** the relevant information from the date you are registered with the Commission. This information will be required for your second monitoring return.

For your second monitoring return – the period starts on the date you are registered with the Commission and continues until your first anniversary date of registration.

For subsequent monitoring returns – the period is the 12 month period between the two anniversary dates of registration.

Recruitment exercises not yet completed

If the recruitment exercise straddles the monitoring date, then those applicants whose application forms have been received up to and including the anniversary of registration are included in that year's monitoring return form. Applicants whose application forms are received after the monitoring date for the purposes of monitoring are recorded as applicants in the next monitoring year.

Promotee and Leaver information - must be provided by employers with more than 250 employees and all specified public authorities.

Promotee and Leaver information relates to information collated during the following periods:-

Employers completing their first monitoring return following registration with the Commission are not required to include promotee and leaver information in the return. However you must begin **collecting and retaining** the relevant information from the date you are registered with the Commission, this information will be required for your second monitoring return.

For your second monitoring return – the period starts on the date you are registered with the Commission and continues until your first anniversary date of registration.



For subsequent monitoring returns – the period is the 12 month period between the two anniversary dates of registration.

If you cross the 250 employee threshold at any time during the 12 month periods referred to above, you must begin collecting promotee and leaver information from the date at which you reached the threshold until the next anniversary date of registration.

If you employ more than 250 employees on your date of registering with the Commission or an anniversary date of registration and fall below the threshold during any 12 month period referred to above you must continue to collect promotee and leaver information until the end of the relevant 12 month period.

How should I monitor?

The Direct Question or Principal Method

There is now only one principal method of monitoring - the Direct Question (see Appendix 3). The Direct Question will be used when monitoring employees and applicants and the information collected can be used to monitor appointees, promotees and leavers.

Re-surveying

If you have already submitted a monitoring form to the Commission containing information based on the use of other principal methods - i.e. either of the Schools methods - this information will remain valid. There is no need to re-survey those employees using the Direct Question.

There is an annual requirement to re-survey those employees for whom, after using a principal method, no determination could be made.

The Residuary Method

The residuary method of monitoring is a fallback method to be used when the Direct Question does not allow you to make a determination e.g. if the employee/applicant fails to or refuses to complete the monitoring questionnaire or does not identify themselves as either a member of the Protestant or Roman Catholic community. Further information on the residuary method is contained in the Fair Employment Code of Practice and the types of information allowed to be used under the Monitoring Regulations are outlined at Appendix 5.



Monitoring - Step-by-Step

How sophisticated your own procedure for collecting monitoring information needs to be, will of course depend upon the nature of your own organisation and how it deals with applications, as well as the resources at its disposal.

The remainder of this Guide outlines simple step-by-step guidance on the practicalities of obtaining monitoring information, including sample documentation which can be used or adapted by smaller organisations or simply treated as guidance by those with more sophisticated systems.

Section

B

B

MONITORING EMPLOYEES

Key Points

- Employees include core staff, call-centre staff and all those on temporary assignment
- Community background information has to be collected by gender, SOC group and whether employee is full-time or part-time. Individuals employed under a contract of apprenticeship should be included as employees.

Step-by-Step

Step 1: Send out Monitoring Questionnaires

When monitoring for the first time monitoring questionnaires are issued to all employees by the individual responsible in your organisation for monitoring - “the monitoring officer”. In subsequent years only new employees need to be surveyed, usually by using the monitoring information collected when they applied for the post, or for inclusion on the Placement Register. A sample questionnaire is included at Appendix 3. You should consider sending an accompanying letter with the questionnaire explaining why the monitoring is being carried out, the rationale for monitoring and the organisation’s legal requirement to do so. You should contact the Commission if you require some advice on this matter. If practicable the monitoring officer should be someone who is not directly involved on recruitment panels, selecting employees for promotion etc.

Monitoring questionnaires are assigned a reference number corresponding to an individual employee. This unique identifying number could be a staff number, national insurance number or other unique identifier. Names should not be requested on the questionnaire. The point here is that although the questionnaire should remain anonymous, it should be administratively possible to match individuals to numbers to create an employee register (see Step 5).



Monitoring questionnaires should be returned by employees to the monitoring officer in the envelope provided. If this is your organisation's first return you must collect this monitoring information within the first three months of the monitoring year – this will leave you a month to collate the information and submit it to the Commission. In subsequent years the employee information must be obtained within the first month of each year. As applicant and appointee information is routinely collected, this should not pose any problems, as the information would already be in your organisation.

Step 2: Make a determination using the Direct Question

It is the job of the monitoring officer, on receipt of the monitoring questionnaires, to assign individuals by community background and gender based on the information provided, and to one of the nine standard occupational classification groupings on the monitoring return form, (see Appendix 2) as well as creating an employee register or recording on a computerised database etc.

Step 3: If necessary, apply the Residuary Method

If it has not been possible to make a determination of community background because, for example, the employee did not return the monitoring questionnaire or indicated that s/he was a member of neither community, you are strongly encouraged to use the fall- back or residuary method of monitoring. The residuary method permits employers to use other written pieces of information provided by an employee, which can give a reasonable indication of community background. For information which can be used in applying the residuary method see Appendix 5.

Step 4: Disclose to individuals

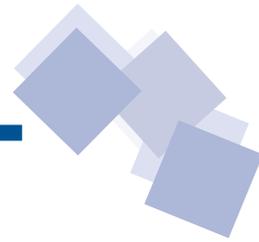
Where a community background for an employee has been determined using the direct question, or could not be determined, the monitoring officer **must** inform the employee in writing of the outcome of the determination. This is called **disclosure** and an example of such a disclosure form is contained in Appendix 4. Disclosure to individuals must be made at least two weeks before the monitoring return is returned to the Commission.

Step 5: Create a database / Employee Register

To keep a record of the determination of each member of your workforce, as well as other information that you will need for monitoring purposes you may find it useful to build up an Employee Register. Ensure you are able to identify which employees are Core staff and which are Register/Call-Centre staff. Those employers employing individuals under a contract of **apprenticeship** must remember to identify these individuals separately on their Register or, where large numbers are involved, to create a separate Apprentice Register. A sample Employee Register identifying the key areas you will need for monitoring purposes, as well as some additional suggestions, can be found at Appendix 6. Alternatively, the relevant categories can be used as the basic monitoring building blocks for a more sophisticated computerised employee database.

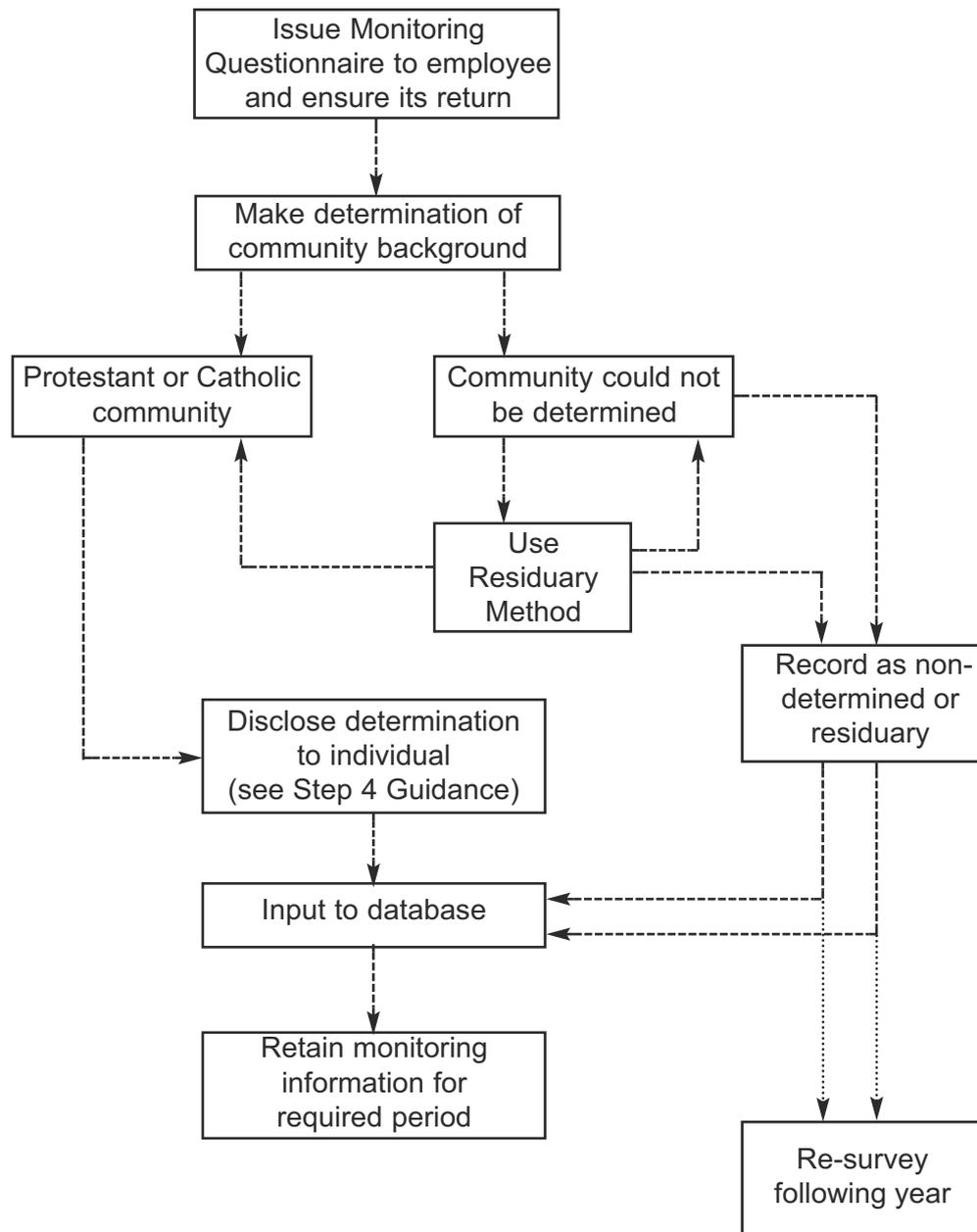
Step 6: Retain monitoring information

You must retain for each employee a record of any determination made of community background, together with the information from the employee which has been used, for at least three years after the employee leaves your employment.



Monitoring Employees

Flow Chart



MONITORING APPLICANTS AND APPOINTEES

Core vacancies and call-centre vacancies

Key Points

- **All** registered employers must collect applicant information and now include it on their annual monitoring return to the Commission.
- Applications for vacancies for all posts, irrespective of hours worked, must be **included**.
- Applicants and appointees should only be counted **once** even if more than one application was made or if an individual was appointed more than once during the monitoring period. Only the **first** application and/or the first appointment should be counted.
- If posts are externally advertised, applications from existing employees should be **included**, in addition to external applicants.
- Applicants include those applying for inclusion on the Placement Register and Appointees include all those allocated temporary placements during the year (see next section).

Step-by-Step

The following procedure relates to monitoring of applicants to core vacancies and call centre vacancies. The procedure for monitoring placement register applicants and appointees follows in the next section.

Step 1: Open a Recruitment File

Each recruitment file should have a unique reference number referring to that particular recruitment exercise, for example, CO2010.1 may be for the first recruitment exercise for a clerical officer in 2010.

The recruitment file should contain a copy of:

- the job description,
- the personnel specification, and
- the job advertisements



As the recruitment exercise progresses, any other documentation relating to this exercise can be added to the file, for example:

- notes of shortlisting meetings and any other shortlisting records
- Interview assessment sheets and interview notes
- copies of all letters sent to candidates.

Step 2: Send out Application Forms and Monitoring Questionnaires

- Application forms should be issued to all applicants to assist in the objective assessment of candidates.
- Issue monitoring questionnaire along with the application form. A sample questionnaire is included at Appendix 3.

Step 3: Separate the returned Application Forms and the Monitoring Questionnaires

The monitoring officer is responsible for keeping separate the monitoring information provided on the monitoring questionnaire, and the application forms, which form part of the selection procedure.

The monitoring officer:

- allocates a unique reference number to both the monitoring questionnaire and the application form, e.g. CO2010.1/01, CO2010.1/02, CO2010.1/03 and so on. If administratively easier, reference numbers can be given to matched monitoring questionnaires and application forms prior to issue. A list of numbers allocated to applicants should be kept, so that at the end of the exercise the monitoring number can be matched with the outcome of the application and an Applicant Register and Recruitment Summary Record completed,
- passes the application forms on to the person who will be responsible for the shortlisting and interview panel,
- opens a monitoring file for the recruitment exercise. This should have the same reference number as the recruitment file and will be used to retain all monitoring documents.

Step 4: Record the monitoring information

It is important to record applicant and appointee monitoring information accurately and systematically so to make the completion of the relevant aspects of your annual monitoring return as easy as possible.

Meeting your monitoring obligations is not the only reason for collecting applicant and appointee information. As part of your obligation to complete an Article 55 Review - the three-yearly review of workforce composition and practices - the collection of application flow information plays an important part in helping you assess how each community is faring, both in overall terms and in each individual recruitment exercise.

To assist in meeting both monitoring and Article 55 Review objectives, it is helpful to prepare for each recruitment exercise:

- an **Applicant Register**, and
- **Recruitment Summary Record**

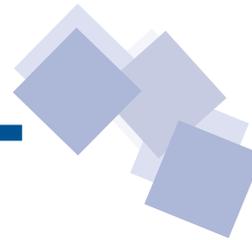
Examples of these can be found at Appendix 7 and Appendix 8. These should be completed at the end of the exercise. As with all of the sample registers and summary records provided, they need only be used as a guide for more company specific documentation or sophisticated computerised records developed to meet your own particular company needs. The information on the Recruitment Summary Record can be used to help complete the sections on the monitoring form covering applicants and appointees.

The Applicant Register (Appendix 7)

The monitoring officer should for each recruitment exercise:

- enter the reference number, gender and community background for each completed application received;
- enter the dates on which the form was received and the date on which any subsequent letters are sent;
- for applicants who are shortlisted, record what stage they reached in the selection process and the outline of their application.

An example of a partially completed Applicant Register is provided below.



Applicant Register

Post: Clerical Officer

SOC Group: Clerical (4)

Reference: CO 2010.1

APPLICANT REF NUMBER	SEX	COMMUNITY BACKGROUND	METHOD	DATE APPLICATION FORM RECEIVED	DATE OF INTERVIEW	DATE REJECTION LETTER SENT	OUTCOME			
							DID NOT ATTEND INTERVIEW	UNSUCCESSFUL		SUCCESSFUL
CO2010.1/01	M	P	Direct	13/1/10		24/1/10		✓		
CO2010.1/02	F	RC	Direct	11/1/10	4/2/10	5/2/10		✓		
CO2010.1/03	F	P	Resid	8/1/10	4/2/10					✓
CO2010.1/04	M	RC	Direct	12/1/10		24/1/10		✓		

Recruitment Summary Record (Appendix 8)

Using the information on the Applicant Register the monitoring officer can also complete a Recruitment Summary Record. This record, when completed, enables an employer to examine in overall terms how successful both Protestants and Roman Catholics have been at each stage of the selection exercise. To complete the Recruitment Summary Record the monitoring officer should:

- enter the total number of Protestant male and Protestant female applicants who:
 - applied
 - were invited to interview
 - were successful / appointed – those not taking up job offers etc. should be recorded
 - were placed on a reserve list
 - were unsuccessful

- enter the same information for male and female Roman Catholic applicants and for male and female applicants for whom a community could not be determined

Again, an example of a completed Recruitment Summary Record is included on next page.

Recruitment Summary Record

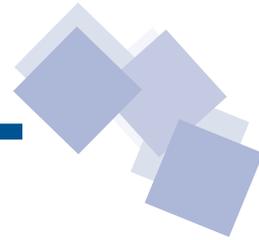
JOB REF NO: co 2010.1		POST: Clerical Officer		SOC: Clerical (4)		DEPT: Sales	
COMMUNITY BACKGROUND	SEX	NO. OF APPLICANTS	NO. INVITED FOR INTERVIEW	NO. WHO DID NOT ATTEND INTERVIEW	NO. UNSUCCESSFUL	NO. PLACED ON RESERVE LIST	NO. SUCCESSFUL
PROTESTANT	M	13	2	0	1	0	1
	F	13	4	0	3	1	0
ROMAN CATHOLIC	M	10	1	1	0	0	0
	F	12	4	0	4	0	0
NON-DETERMINED	M	0	0	0	0	0	0
	F	2	0	0	0	0	0
TOTAL	M	23	3	1	1	0	1
	F	27	8	0	7	1	0

Step 5: Update Appointee Register

To avoid having to trawl through 12 months worth of monitoring and recruitment files to complete your monitoring return, it is helpful to keep an ongoing New Appointee Register. As new employees arrive to work for the company, their names and monitoring details can simply be added to an ongoing list. A sample Appointee Register has been included at Appendix 9. Remember to take out those appointees who left your employment before the end of the monitoring year.

Step 6: Retain the monitoring information

Fair employment legislation requires employers to retain monitoring information relating to all applicants for three years from the date of receipt of the application. For those appointed this information should be kept for at least three years after they subsequently leave your employment. In addition, **all** application forms and job related documentation should be kept for at least 12 months.



The monitoring officer should:

- ensure that the monitoring questionnaires, Applicant and Recruitment Summary Records are retained in the monitoring file. This should be held confidentially along with the completed recruitment file.

Following the procedure described above should assist you to keep an accurate record of all applicants and appointees for all recruitment exercises.

Multiple Applications

A problem identified by some employers is how to remove the subsequent applications of individuals who have already applied to a post with them during the course of the monitoring year. How you do this will of course depend upon the system you have set up, as well as the number of posts advertised and number of applications received during the course of the year.

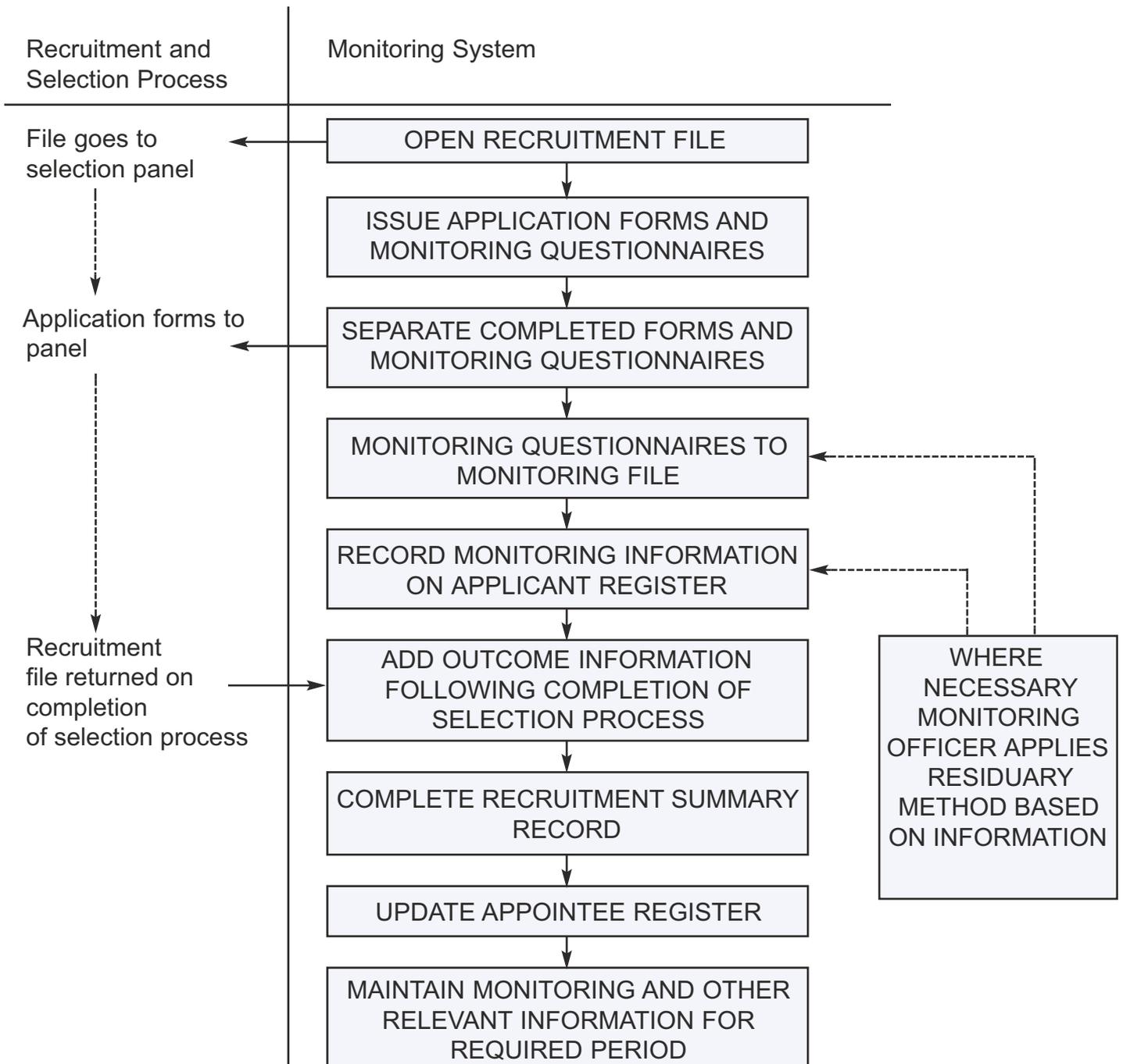
Small numbers of recruitment exercises can be handled by manually checking applications against those received for previous exercises. This may however be very time-consuming and a more cost-effective way of dealing with the problem would be through including information for surname, first name, date of birth etc on a computer database and using the system to cross-check and remove multiple applications for monitoring purposes.

Multiple appointments are not likely to cause such a problem. However if the number of appointments made during the course of the year is large, similar steps will need to be taken.

The basic procedure is described in the flow chart overleaf.

Monitoring Applicants and Appointees Core and Call-centre Vacancies

Flow Chart



N.B. A check for multiple applications/appointments may need to be added.



MONITORING APPLICANTS TO PLACEMENT REGISTERS AND THOSE ALLOCATED PLACEMENTS

Key Points

In **addition** to the key points made in the previous section, the following points also need to be borne in mind:

- Recruitment companies should also include as applicants, individuals applying for inclusion on their temporary Placement Register(s) and all persons from those Placement Registers who obtain temporary placements during the monitoring year, should be recorded as appointees.
- Applicants to the Placement Register and those allocated placements should only be counted once, even if more than one application was made, or more than one placement arranged. Only the first application/placement should be counted.
- Information on applicants to the Placement Register should also be identified **separately** from those applying for core and call-centre vacancies and indeed in Part R of your return. (See Section D).
- Companies should also identify separately those allocated placements who were:
 - applicants to the Placement Register during the monitoring period;
 - already on the Placement Register prior to the monitoring period.

These should also be included in Part R of your monitoring return. (See Section D).

Step-by-Step

Step 1: Applicant completes a monitoring questionnaire

An individual applies to a recruitment company to have their name and career details added to that Company's Placement Register. Registration details and monitoring information are collected separately and monitoring information is not seen by the individual dealing with the registration in advance of registration.

- The individual receives a monitoring questionnaire;
- The monitoring questionnaire is completed in confidence by the applicant;
- Each monitoring questionnaire is assigned a unique identifying reference number and the SOC number of the job type to which the individual is applying;

- This reference number is also recorded on the applicant registration card;
- Where an individual fails to complete the monitoring questionnaire the monitoring officer should also apply the residuary method (see Appendix 5). Where the residuary method fails to provide a community background the individual will be recorded as community could not be determined.

Step 2: Record the monitoring information

- Monitoring questionnaire is placed in monitoring file in numerical order and order of month of registration or is added to a Placement Applicant Register (see Appendix 10);
- At the end of each month the monitoring officer will complete a Register Applicant Summary Form (Appendix 11). This monitoring summary form if completed monthly will assist in totalling figures for register applications at the end of each year.

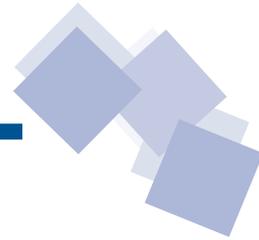
Step 3: Monitoring Placements as Appointees

Individuals placed from the Register at any time during the monitoring period are considered to be appointees, under the Monitoring Regulations. Also remember, if the individual is placed more than once during the period they are also counted and monitored as one appointee in the SOC group of that first placement.

- During each monitoring year when an individual has been allocated a placement for the first time this can be recorded on a Placement Register. An example of the type of information that could be recorded is provided at Appendix 12. To complete your annual monitoring return, the overall composition of those who joined your Register that year, will be collected separately from those already on the Register from previous years. There is a column/field for this in the Register at Appendix 12.
- At the end of each month the monitoring officer could complete a Placement Summary Form to assist you in totalling figures for completing your Monitoring Return Form to the Equality Commission. An example of this can be found at Appendix 13.

Step 4: Monitoring Placements as Employees

As outlined earlier, individuals on temporary assignment with client companies at the anniversary of the date of registration are considered for monitoring purposes to be employees of the recruitment company. If the anniversary of date of registration is say 6 March 2001 all individuals on the Register who are on temporary assignment at that date are counted employees and recorded as such on the monitoring return form.

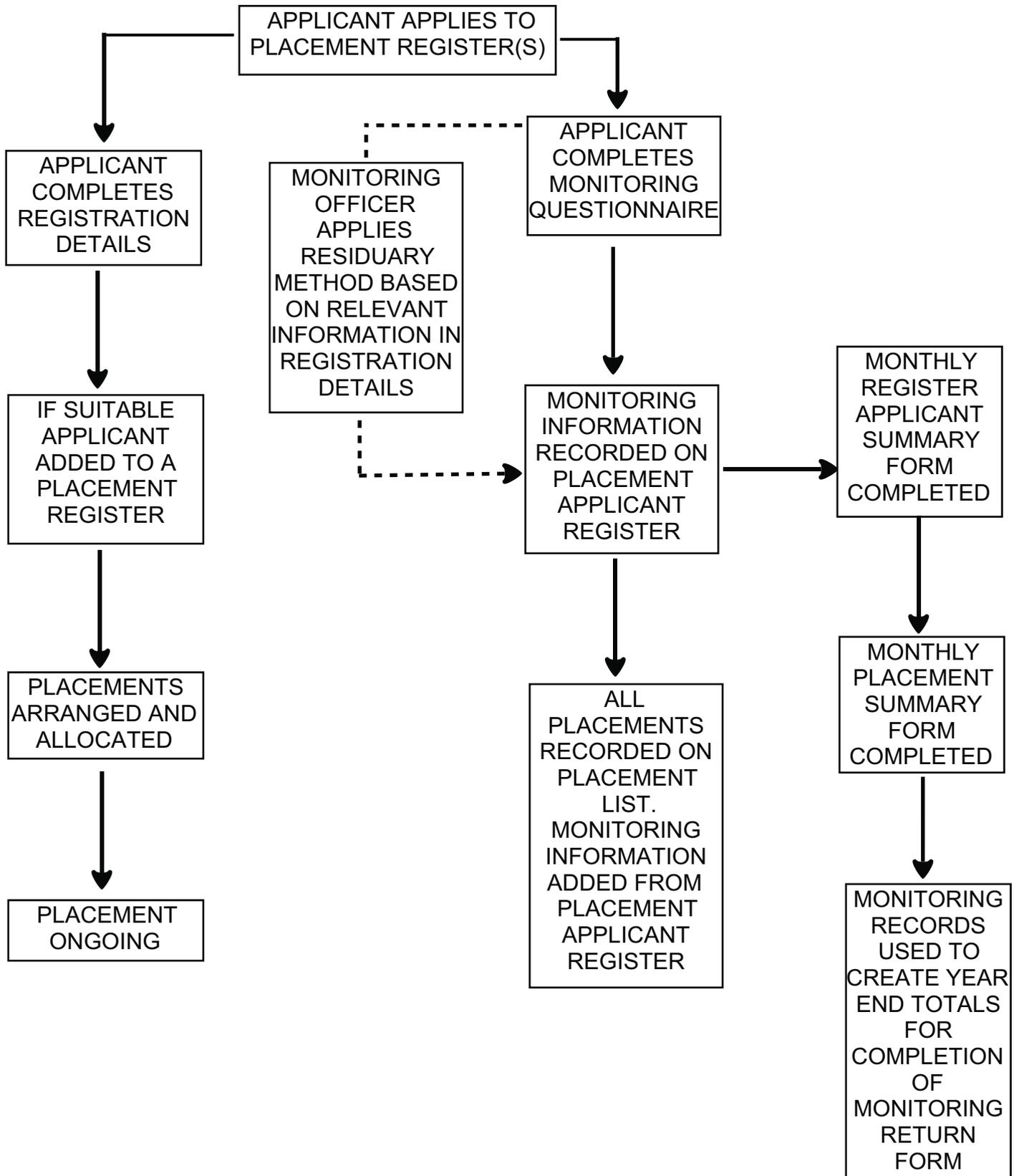


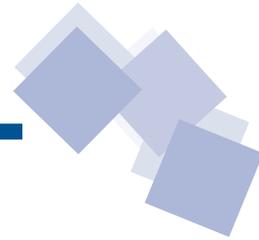
- The monitoring information on these employees can be found in the monitoring file where it was placed when the individual applied to the Register. It could also be quickly found if it was recorded on a Placement List such as outlined at Appendix 12.

As well as the other pro forma documentation contained in this guide, Appendices 10-13 form the basis of a simple manual system for small business. Larger businesses or those smaller businesses whose operations are computerised, should instead use this documentation to guide them in designing simple databases to collect and collate the relevant information or in adapting their existing systems to include it.

Monitoring Register Applicants and Placements

Flow Chart





MONITORING PROMOTEEES

Key Points

- Only companies with more than 250 employees (fulltime **and** part-time) are required to monitor promotees.
- Only promotions for core and call-centre posts need to be monitored.
- For an individual to be considered as a promotee s/he must meet four conditions:
 - the employee has moved from one job to another within the organisation, and
 - in doing so they fill a job which was restricted to those already employed by the organisation, and
 - they remained in the new job for at least six months during the monitoring period or have been notified in writing during that period that they will continue to be in that job, for not less than six months, and
 - as a direct result of the move they receive an increase in pay (excluding expenses).

Step-by-Step

Step 1: Create / update Promotee Register

For each employee promoted the Monitoring Officer should add his or her name, details of the post and monitoring information to a Promotee Register. If an Employee Register, as outlined at Appendix 6, has been kept, it should be easy to transfer monitoring details across. The Promotee Register will show the community background and gender of the individual and SOC group into which s/he was first promoted. It should also show the date of the promotion, to enable you to determine whether they have been in that post for at least six months. For those who have not been in their promotion post for six months, but who have been notified in writing that they will remain for at least a six month period, this notification should be recorded on the register. A sample promotee register is included at Appendix 14.

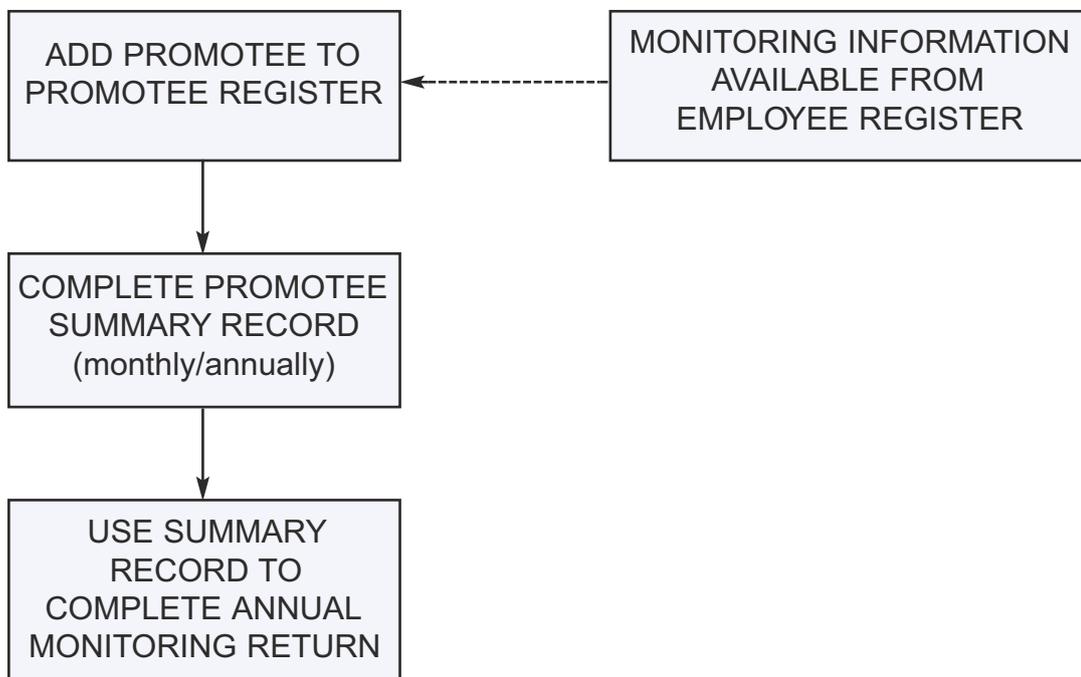
Step 2: Collate information on Promotee Summary Record

At the end of the year, or on a more frequent basis where there are large numbers of promotions, this information should be collated onto a Promotee Summary Record (see Appendix 15).

Completing a monthly record should make the completion of the monitoring return for promotions during the twelve-month monitoring period relatively easy. Although the qualifications - regarding numbers of promotions, those leaving following promotion etc - outlined in the Legal Context section, need to be borne in mind.

Monitoring Promotees

Flow Chart





MONITORING LEAVERS

Key Points

- A leaver is simply any employee who leaves the company's employment either from a core vacancy or call-centre vacancy or those on your placement register during the course of the monitoring year.

Step-by-Step

The procedure for collating and administering the information for leavers is very similar to that for promotees.

Step 1: Create / update the Leavers Register

An example of such a Register is provided at Appendix 16.

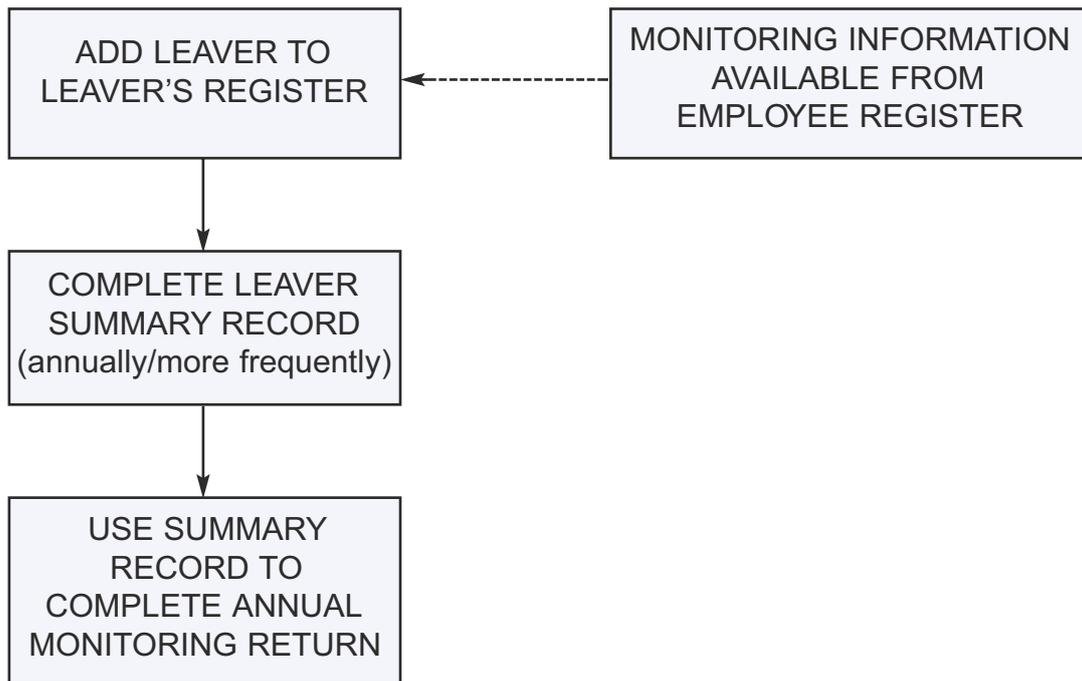
Again information to update the Leavers Register should be available from your employee database.

Step 2: Collate information on Leavers Summary Record

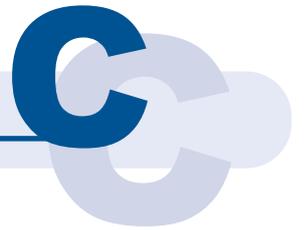
Again, depending on your numbers, summary information can be collated annually or on a more regular basis. A sample Leavers Summary Record is provided at Appendix 17. Information relating to redundancy exercises should be collated and analysed immediately following the end of the redundancy exercise.

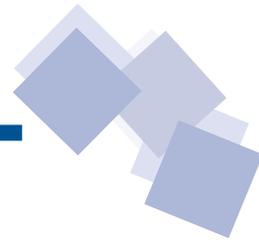
Monitoring Leavers

Flow Chart



Section





LIST OF APPENDICES

- 1 Glossary of Terms
- 2 Standard Occupation Classification Major Groups (SOC Group)
- 3 Employee / Applicant Monitoring Questionnaire
- 4 Employee Disclosure Form
- 5 Residuary Method of Monitoring
- 6 Employee Register
- 7 Applicant Register
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- 10 Placement Applicant Register
- 11 Register Applicant Summary Form
- 12 Placement Register
- 13 Placement Summary Form
- 14 Promotee Register
- 15 Promotion Summary Record
- 16 Leavers Register
- 17 Leavers Summary Record



GLOSSARY OF TERMS

Applicant

An applicant is a person who applies to fill a vacancy for employment in a registered concern in Northern Ireland, regardless of whether the work is part-time or full-time and regardless of whether or not they are already in your employment. Recruitment companies should treat applications to put on their placement register as applicants for monitoring purposes.

Appointee

An appointee is any person who filled a vacancy for employment during the 12 month monitoring period and is still in your employment at the end of that period. Recruitment companies should treat all those allocated temporary placements during the monitoring year as appointees.

Article 55 Review

Under Article 55 of the Fair Employment and Treatment (NI) Order 1998, all registered employers must formally review their workforce composition and employment practices affecting recruitment, promotion, training and redundancy at least once every three years. The purpose of the review is to allow employers to determine whether members of each community are enjoying, and are likely to continue to enjoy, fair participation in employment.

Call-centre staff

Increasingly client companies award contracts to recruitment companies to supply staff to their call centres. Such persons should be treated as employees of the recruitment company and should be monitored as such in cases where their contract of employment resides with the recruitment company rather than the client company.

Community Background

The community background of an individual refers to whether that individual has been treated as belonging to the Protestant community or the Roman Catholic community in Northern Ireland.

Core-staff

These are full-time and part-time staff directly employed by a recruitment company under a normal contract of employment or service.

Disclosure

The monitoring regulations require employers to tell each employee, for whom a determination about community background has been made, in writing the nature of that determination. This disclosure to the individual must be in writing and should indicate how and on the basis of what information the determination was reached.



Employee

For the purposes of monitoring, the 1998 Order and 1999 Regulations use the word “employee” which means:

- (a) an individual employed under a contract of service or apprenticeship; or
- (b) an individual employed under a contract personally to execute any work or labour.

Those who should be considered as employees by recruitment companies are:

1. the permanent staff of the recruitment company - referred to as core staff;
2. temporary staff employed by the recruitment company on either contracts on employment or contracts for services and hired to clients who are referred to as those on temporary assignment;
3. Workers supplied to work at call centres who are separately referred to as call-centre staff.

Employment in Northern Ireland

The legislation requires employers to monitor those persons who they employ, or those persons who apply for posts, where the employment is “in Northern Ireland”. Following a change to the law in 2003, the term means that employers now have to monitor employees and job applicants in respect of jobs which are either-

1. wholly or partly performed in Northern Ireland; or
2. wholly performed outside Northern Ireland, so long as the following 3 conditions are satisfied:
 - (i) the employer has a place of business at an establishment in Northern Ireland; and
 - (ii) the work is for the purposes of the business carried on at that establishment; and
 - (iii) the employee is ordinarily resident in Northern Ireland
 - (a) at the time he applies for or is offered the job, or
 - (b) at any time during the course of the employment.

As this shows, employers based in Northern Ireland who carry on part of their businesses outside Northern Ireland may, in some circumstances, be required to monitor some employees where the jobs in question are performed wholly outside Northern Ireland.

Leavers

Leavers are those employees who left your employment during the monitoring year.



Monitoring Period / Year

Monitoring information on employees relates to those employees employed by an organisation on a particular day – the registration date and subsequent anniversaries of that date. Monitoring information on applicants, appointees, promotees and leavers relates to the 12 month period up to the anniversary of your registration date. For instance if an organisation was registered on 6 March 2009 the monitoring period for the year 2011 monitoring return would be 7 March 2010 to 6 March 2011.

Placement Register

This is the register to which individuals apply to be included when seeking temporary or permanent employment. The above definition of employee requires recruitment companies to monitor those temporary or permanent placements whose contracts remain with the recruitment company rather than transfer to the client company.

Principal Method

The Principal Method or 'Direct Question' requires the employee or applicant to have stated in writing whether s/he belongs to the Protestant or Roman Catholic community or to neither community.

Promotion

For monitoring purposes a promotee is an employee who fills all four of the following conditions:

- (i) the employee has moved from one job to another within the organisation, and
- (ii) in doing so they fill a job which was restricted to those already employed by the organisation, and
- (iii) they remained in the new job for at least six months during the monitoring period or have been notified in writing during that period that they will continue to be in that job for not less than six months, and
- (iv) as a direct result to the move they receive an increase in pay (excluding expenses).

Public Authority

Refers to any public authority specified under the Fair Employment (Specification of Public Authorities) Orders. Such public authorities are deemed to be registered under the Fair Employment and Treatment (NI) Order 1998.

Registration

This refers to registration with the Equality Commission. A private sector employer with more than 10 employees, working for 16 hours or more weekly,



Registration Date / Anniversary Date

This is the date on which the concern is registered with the Commission. This date and its subsequent anniversaries are the dates to which the annual monitoring information of the workforce refers. It is these dates that are used to provide the annual snapshots of the community background composition of your employees.

Residuary Method

The residuary method is a fallback method of monitoring which employers can and should use if the direct question fails to provide a determination. The residuary method is based on the fact that there is a number of pieces of information about an individual which if known can give a reasonable indication of community background. These pieces of information are listed at Appendix 5.

Standard Occupational Classification SOC

All job titles can be classified using the Standard Occupational Classification system that has been in use since the early 1990's. When completing your monitoring return you have to show how many of your employees, applicants, appointees, promotees and leavers fall into each of nine major groups.

Temporary Placement / Assignment

Individuals who are placed from the register as temporary employees with client companies are described as on temporary assignment. Such individuals, if on temporary assignment at the monitoring date, are counted for the purposes of the annual monitoring return on employees.



Standard Occupational Classification Major Groups

There are nine major groups in the Standard Occupational Classification (SOC). These are as follows:

Number of the major group	Major Group
1	Managers and senior officials
2	Professional occupations
3	Associate professional and technical occupations
4	Administrative and secretarial occupations
5	Skilled Trades occupations
6	Personal service occupations
7	Sales and customer service occupations
8	Process, plant and machine operatives
9	Elementary occupations



Employee/Applicant Monitoring Questionnaire

MONITORING QUESTIONNAIRE

Private & Confidential

Ref No:

We are an Equal Opportunities Employer. We do not discriminate on grounds of religious belief or political opinion. We practice equality of opportunity in employment and select the best person for the job.

To demonstrate our commitment to equality of opportunity in employment we need to monitor the community background of our applicants and employees, as required by the Fair Employment and Treatment (NI) Order 1998.

Regardless of whether we practice religion, most of us in Northern Ireland are seen as either Catholic or Protestant. We are therefore asking you to indicate your community background by ticking the appropriate box below.

I am a member of the Protestant community

I am a member of the Roman Catholic community

I am a member of neither the Protestant nor Roman Catholic community

Please indicate whether you are: **Female** **Male**

If you do not complete this questionnaire, we are encouraged to use the “residuary” method, which means that we can make a determination on the basis of personal information on file/application form.

Note: It is a criminal offence under the legislation for a person to *“give false information in connection with the preparation of the monitoring return”*.



Employee Disclosure Form

Fair Employment (Monitoring) Regulations (NI) 1999 (as amended)

The following **determination / no determination** of your community background has been made:

Member of the **Protestant / Roman Catholic** community.

In your case the following information was taken into account _____

If there is any material inaccuracy in the above information, please inform me of the correct information within the next week so that account can be taken of it in preparing the monitoring return, which I am required to send to the Equality Commission.



Residuary Method of Monitoring

The following information has been set out in the monitoring regulations and may be used by an employer to determine the community background of an individual.

- Surname and other names
- Address
- Schools attended (whether in Northern Ireland or elsewhere)
- Sporting or other leisure pursuits or interests
- Any course of work undertaken for any recognised award, examination or qualification
- Clubs, societies or other organisations belonged to
- The occupation as a clergyman of a particular denomination or as a teacher in a particular school of any referee given by the individual when s/he applied for employment

The information used for the residuary method must be in **writing** and **supplied by the individual concerned**.



EMPLOYEE REGISTER

INDIVIDUAL		POST				MONITORING INFORMATION													
		EMPLOYEE WORK REF NO:	JOB TITLE	SOC GROUP	FULL-TIME/ PART-TIME	SEX	COMMUNITY BACKGROUND	METHOD OF DETERMINATION	ETHNIC BACKGROUND	DISABILITY									



APPLICANT REGISTER

JOB REF NO:		POST:			SOC:			DEPT/LOCATION:		
APPLICANT REFERENCE NUMBER	SEX	COMMUNITY BACKGROUND	METHOD OF DETERMINATION (DIRECT/RESIDUARY)	DATE APPLICATION FORM RECEIVED	DATE INVITED FOR INTERVIEW	DATE REJECTION LETTER SENT	DID NOT ATTEND INTERVIEW	UNSUCCESSFUL	RESERVE LIST	SUCCESSFUL



RECRUITMENT SUMMARY RECORD

JOB REF NO:		POST:				SOC:			DEPT/LOCATION:	
COMMUNITY BACKGROUND	SEX	NO. OF APPLICANTS	NO. INVITED FOR INTERVIEW	NO. WHO DID NOT ATTEND INTERVIEW	NO. UNSUCCESSFUL	NO. PLACED ON RESERVE LIST	NO. APPOINTED			
PROTESTANT	MALE									
	FEMALE									
ROMAN CATHOLIC	MALE									
	FEMALE									
NON-DETERMINED	MALE									
	FEMALE									
TOTAL	MALE									
	FEMALE									

METHOD OF DETERMINATION

METHOD USED	PROTESTANT MALES	ROMAN CATHOLIC MALES	PROTESTANT FEMALES	ROMAN CATHOLIC FEMALES	TOTAL APPLICANTS DETERMINED
DIRECT					
RESIDUARY					
TOTAL					



APPOINTEE REGISTER

INDIVIDUAL		POST				MONITORING INFORMATION						
		JOB TITLE	SOC GROUP	D ATE OF APPOINTMENT	SEX	COMMUNITY BACKGROUND	METHOD OF DETERMINATION	ETHNIC BACKGROUND	DISABILITY			
APPOINTEE NAME	WORK REF NO:											

REGISTER APPLICANTS SUMMARY FORM

Month:

	MALE PROTESTANT	MALE ROMAN CATHOLIC	MALE NON-DETERMINED	FEMALE PROTESTANT	FEMALE ROMAN CATHOLIC	FEMALE NON-DETERMINED
SOC 1						
SOC 2						
SOC 3						
SOC 4						
SOC 5						
SOC 6						
SOC 7						
SOC 8						
SOC 9						

METHOD OF DETERMINATION

METHOD USED	PROTESTANT MALES	ROMAN CATHOLIC MALES	PROTESTANT FEMALES	ROMAN CATHOLIC FEMALES	TOTAL PROMOTEES DETERMINED
DIRECT					
RESIDUARY					
TOTAL					



PLACEMENT REGISTER

Month:

MONITORING INFORMATION							COMPANY / PLACEMENT RELEVANT INFORMATION					
EMPLOYEE NAME / NO	SOC	SEX	COMMUNITY BACKGROUND	METHOD OF DETERMINATION DIRECT / RESIDUARY	REGISTER CURRENT YEAR/PAST		COMPANY / ORGANISATION	JOB	START DATE	OTHER	OTHER	OTHER

PLACEMENT SUMMARY FORM

Month: _____

Those entering Placement Register in current year.

	Male Protestant	Male Roman Catholic	Male Non-Determined	Female Protestant	Female Roman Catholic	Female Non-Determined
SOC 1						
SOC 2						
SOC 3						
SOC 4						
SOC 5						
SOC 6						
SOC 7						
SOC 8						
SOC 9						

Those already on Placement Register from previous years

	Male Protestant	Male Roman Catholic	Male Non-Determined	Female Protestant	Female Roman Catholic	Female Non-Determined
SOC 1						
SOC 2						
SOC 3						
SOC 4						
SOC 5						
SOC 6						
SOC 7						
SOC 8						
SOC 9						

METHOD OF DETERMINATION

METHOD USED	PROTESTANT MALES	ROMAN CATHOLIC MALES	PROTESTANT FEMALES	ROMAN CATHOLIC FEMALES	TOTAL PROMOTEES DETERMINED
DIRECT					
RESIDUARY					
TOTAL					





PROMOTEE REGISTER

INDIVIDUAL		PROMOTION				MONITORING INFORMATION		
PROMOTEE NAME	WORK REF NO:	JOB TITLE	SOC GR OUP	DATE OF PROMOTION	SEX	COMMUNITY BACKGROUND	ETHNIC BACKGROUND	DISABILITY



PROMOTION SUMMARY RECORD

MONTH:

	MALE PROTESTANT	MALE ROMAN CATHOLIC	MALE NON-DETERMINED	FEMALE PROTESTANT	FEMALE ROMAN CATHOLIC	FEMALE NON-DETERMINED
SOC 1						
SOC 2						
SOC 3						
SOC 4						
SOC 5						
SOC 6						
SOC 7						
SOC 8						
SOC 9						



LEAVERS REGISTER

INDIVIDUAL		JOB INFORMATION		MONITORING INFORMATION					EXIT INFORMATION	
EMPLOYEE NAME	WORK REF NO:	JOB TITLE	SOC GROUP	SEX	COMMUNITY BACKGROUND	ETHNIC BACKGROUND	DISABILITY	EXIT INTERVIEW Y/N	REASON FOR LEA VING	



LEAVERS SUMMARY RECORD

MONTH:

	MALE PROTESTANT	MALE ROMAN CATHOLIC	MALE NON-DETERMINED	FEMALE PROTESTANT	FEMALE ROMAN CATHOLIC	FEMALE NON-DETERMINED
SOC 1						
SOC 2						
SOC 3						
SOC 4						
SOC 5						
SOC 6						
SOC 7						
SOC 8						
SOC 9						

Section

D

PART R – RECRUITMENT COMPANIES

TO BE COMPLETED BY ALL RECRUITMENT COMPANIES IN ADDITION TO THE MAIN FORM AND RETURNED WITH THE FULLY COMPLETED ANNUAL MONITORING RETURN FORM

A1: Name of employer _____

A2: Monitoring date: _____

A3: Monitoring period: 12 months ending on the date at A2

PART R RELATES TO THE COMPOSITION OF PERSONS ON YOUR TEMPORARY REGISTER AND THOSE WHO APPLIED TO AND WERE APPOINTED FROM YOUR TEMPORARY REGISTER.

A Step by Step Guide to Monitoring for Recruitment Companies has been produced by the Equality Commission and is available [online](#).

R1 Enter into the box below, the number of individuals on the Register at the Monitoring Date (A2):

(2) No. Of Protestant Males	(3) No. Of Roman Catholic Males	(4) No. Of Males whose community cannot be determined.	(5) No. Of Protestant Females	(6) No. Of Roman Catholic Females	(7) No. Of Females whose community cannot be determined.

R2 Counting only the first application:

Enter into the appropriate box below, the number of **APPLICANTS TO THE REGISTER DURING THE 12 MONTH MONITORING PERIOD** ending on the Monitoring Date (A2) **and APPLICANTS** registered for permanent work **WHO TOOK UP TEMPORARY ASSIGNMENT:**

(2) No. Of Protestant Male applicants	(3) No. Of Roman Catholic Male applicants	(4) No. Of Male applicants whose community cannot be determined.	(5) No. Of Protestant Female applicants	(6) No. Of Roman Catholic Female applicants	(7) No. Of Female applicants whose community cannot be determined.

R3 Counting only the first appointment:

Enter into the box below, the number of **APPOINTEES WHO WERE APPLICANTS TO THE REGISTER DURING THE 12 MONTH MONITORING PERIOD** ending on the Monitoring Date (A2), irrespective of whether they are still in employment:

(2) No. Of Protestant Male appointees	(3) No. Of Roman Catholic Male appointees	(4) No. Of Male appointees whose community cannot be determined.	(5) No. Of Protestant Female appointees	(6) No. Of Roman Catholic Female appointees	(7) No. Of Female appointees whose community cannot be determined.

R4 Enter into the box below the number of APPOINTEES WHO WERE ALREADY ON YOUR REGISTER PRIOR TO THE CURRENT MONITORING PERIOD ending on the Monitoring Date (A2), irrespective of whether they are still in employment:

(2) No. Of Protestant Male appointees	(3) No. Of Roman Catholic Male appointees	(4) No. Of Male appointees whose community cannot be determined.	(5) No. Of Protestant Female appointees	(6) No. Of Roman Catholic Female appointees	(7) No. Of Female appointees whose community cannot be determined.

FAIR EMPLOYMENT MONITORING RETURN

FAIR EMPLOYMENT MONITORING RETURN

FAIR EMPLOYMENT AND TREATMENT (NORTHERN IRELAND) ORDER 1998

FAIR EMPLOYMENT (MONITORING) REGULATIONS (NORTHERN IRELAND) 1999 (AS AMENDED)

The monitoring form is in five parts.

- Parts A, B, and E must be completed by ALL registered employers and Public Authorities.
- Part C to be completed ONLY by registered employers and Public Authorities who have employed apprentices i.e. employees employed under a contract of apprenticeship during the twelve month period ending on the date at A2.
- Part D must be completed ONLY by employers with more than 250 employees and Public Authorities.

Guidance notes to assist you in completing your monitoring return are enclosed with this form.

■ PART A

A1. Registration No. _____

A2. Date to which the information should relate _____

A3. Deadline for return _____

see note
page 3

Failure to complete and return this monitoring return to the Equality Commission for Northern Ireland by the date at A3 is a criminal offence and carries on conviction a fine of up to £5,000

■ PART A *To be completed by all Registered Employers and Public Authorities.*

A2 The date to which this return relates is your date (or anniversary) of registration with the Equality Commission for Northern Ireland.

A6 List those premises, other than the address at A5, at which employees worked. It is not necessary for the employer to own or occupy the premises. If there is insufficient space in the form, continue on a separate sheet of paper and attach it to the form.

■ PART A *To be completed by ALL Registered Employers and Public Authorities.*

A4 Name of employer

A5 Address

A6 List other locations

see note
page 3 above

■ **PART B** *To be completed by ALL Registered Employers and Public Authorities.*

- B7(a) &** To complete the columns in these tables, you will require a copy of the June 2002 edition of the "**Index for Classifying Job Titles**", which is available free of charge from the Equality Commission. The Index for Classifying Job Titles ascribes job titles to a major group of Standard Occupational Classification (SOC groups).
- B7(b)**

Apprentices (employees who are employed under contracts of apprenticeship) should also be included in the appropriate SOC group (i.e. the occupation for which they are being trained) within the tables. Information on apprentices should also be given in Part C.

You should include in columns (4) and (7) only those of your employees whom you have been unable to identify as Protestant or Roman Catholic having used the "**Principal**" method or "**Residuary**" method of monitoring.

The **principal** method and **residuary** method of monitoring are described in an explanatory "Step by Step Guide to Monitoring" which is available from the Equality Commission.

Include all persons who were employees on the date at A2.

In the **FT** (Full Time) columns include those employees who **normally work 16 hours or more each week.**

In the **PT** (Part Time) columns include those employees who **normally work less than 16 hours each week.**

Also ensure that you include any individual who on the date at A2 was under a contract personally to execute any work or labour, for example, a self-employed person.

- B9(a) &** Where you are unable by means of the "**principal method**" to determine the community background of an employee, you are permitted to use the "**residuary method**" to establish the community background. The method is described in the Commission's "Step by Step Guide to Monitoring" available from the Equality Commission.
- B9(b)**

Include the number of employees whose religion you have been unable to identify using the principal method of monitoring but for whom you were able to ascribe a community background using the "**residuary method**". These employees will also have been included in tables B7(a) and B7(b).

APPLICANTS AND APPOINTEES

■ **PART B** *To be completed by ALL Registered Employers and Public Authorities.*

If this is your first monitoring return you are not required to complete questions B10 to B15.

However it is important that you begin collecting the information in respect of applicants and appointees required in questions B10 to B15 as you will be required to complete these questions in your second and subsequent annual monitoring returns.

If this is your second or subsequent return you are required to complete questions B10 to B15.

B10 to B12 For the purposes of these questions, an applicant is a person who applied to fill a vacancy for employment whether Full Time (FT) or Part Time (PT) regardless of whether or not they are already in your employment.

Where an applicant has applied to fill a vacancy on more than one occasion during the 12 month period ending on the date at A2, only include the first application in this return.

B13 to B15 For the purposes of these questions appointees are those persons who filled a vacancy for employment in the 12 month period ending on the date at A2 and are still in employment in your concern on the date at A2.

Where a person has been appointed more than once during the 12 month period ending on the date at A2 only include the first appointment in this return.

PART B

The information in this part of the form relates to your monitoring date.

see note
page 4 **Full Time = 16 hours or more**

B7(a) Enter in the appropriate box the number of male employees on your monitoring date as described in columns (2) to (4) who are employed in each of the Standard Occupational Classifications as described in column (1).

(1) Standard Occupational Classification Major Groups	(2) No. of Protestant Male employees			(3) No. of Roman Catholic Male employees			(4) No. of Male employees whose community cannot be determined		
	FT	PT	Total	FT	PT	Total	FT	PT	Total
1 Managers and senior officials									
2 Professional occupations									
3 Associate professional & technical occupations									
4 Administrative & secretarial occupations									
5 Skilled trades occupations									
6 Personal service occupations									
7 Sales and customer service occupations									
8 Process, plant and machine operatives									
9 Elementary occupations									
TOTALS									

B8 (a) TOTAL NO. OF MALE EMPLOYEES ON YOUR MONITORING DATE.

B9(a) Enter in the appropriate box below the number of male employees whose community was determined using the residuary method of monitoring.

	No. of Protestant Male employees			No. of Roman Catholic Male employees		
	FT	PT	Total	FT	PT	Total
Male employees whose community has been determined under the residuary method of monitoring						

PART B

The information in this part of the form relates to your monitoring date.

see note
page 4

Full Time = 16 hours or more

B7(a) Enter in the appropriate box the number of female employees on your monitoring date as described in columns (2) to (4) who are employed in each of the Standard Occupational Classifications as described in column (1).

(1) Standard Occupational Classification Major Groups	(5) No. of Protestant Female employees			(6) No. of Roman Catholic Female employees			(7) No. of Female employees whose community cannot be determined		
	FT	PT	Total	FT	PT	Total	FT	PT	Total
1 Managers and senior officials									
2 Professional occupations									
3 Associate professional & technical occupations									
4 Administrative & secretarial occupations									
5 Skilled trades occupations									
6 Personal service occupations									
7 Sales and customer service occupations									
8 Process, plant and machine operatives									
9 Elementary occupations									
TOTALS									

B8 (a) TOTAL NO. OF FEMALE EMPLOYEES ON YOUR MONITORING DATE.

B9(a) Enter in the appropriate box below the number of female employees whose community was determined using the residuary method of monitoring.

	No. of Protestant Female employees			No. of Roman Catholic Female employees		
	FT	PT	Total	FT	PT	Total
Female employees whose community has been determined under the residuary method of monitoring						

PART B

The information in this part of the form relates to the 12 month monitoring period.

see note
page 5

B10 Enter the number of applicants for employment in each of the Standard Occupational Classifications as described in column (1)

(1) Standard Occupational Classification Major Groups	(2) No. of Protestant Male applicants	(3) No. of Roman Catholic Male applicants	(4) No. of Male applicants whose community cannot be determined	(5) No. of Protestant Female applicants	(6) No. of Roman Catholic Female applicants	(7) No. of Female applicants whose community cannot be determined
1 Managers and senior officials						
2 Professional occupations						
3 Associate professional & technical occupations						
4 Administrative & secretarial occupations						
5 Skilled trades occupations						
6 Personal service occupations						
7 Sales and customer service occupations						
8 Process, plant and machine operatives						
9 Elementary occupations						
TOTALS						

B11 Enter into the appropriate box below the number of applicants above who are male, the number who are female and the total number of applicants.

	Male	Female	Total
Applicants			

B12 Enter in the appropriate box below the number of applicants whose community was determined using the residuary method of monitoring.

	No. of Protestant Male applicants	No. of Roman Catholic Male applicants	No. of Protestant Female applicants	No. of Roman Catholic Female applicants
Applicants whose community has been determined under the residuary method of monitoring				

PART B

The information in this part of the form relates to the 12 month monitoring period.

see note
page 5

B13 Enter the number of appointees who are **STILL** employees in each of the Standard Occupational Classifications as described in column (1).

(1) Standard Occupational Classification Major Groups	(2) No. of Protestant Male appointees	(3) No. of Roman Catholic Male appointees	(4) No. of Male appointees whose community cannot be determined	(5) No. of Protestant Female appointees	(6) No. of Roman Catholic Female appointees	(7) No. of Female appointees whose community cannot be determined
1 Managers and senior officials						
2 Professional occupations						
3 Associate professional & technical occupations						
4 Administrative & secretarial occupations						
5 Skilled trades occupations						
6 Personal service occupations						
7 Sales and customer service occupations						
8 Process, plant and machine operatives						
9 Elementary occupations						
TOTALS						

B14 Enter into the appropriate box below the number of appointees above who are male, the number who are female and the total number of appointees.

	Male	Female	Total
Appointees			

B15 Enter in the appropriate box below the number of appointees whose community was determined using the residuary method of monitoring.

	No. of Protestant Male appointees	No. of Roman Catholic Male appointees	No. of Protestant Female appointees	No. of Roman Catholic Female appointees
Appointees whose community has been determined under the residuary method of monitoring				

APPRENTICES

■ **PART C** TO BE COMPLETED ONLY BY REGISTERED EMPLOYERS AND PUBLIC AUTHORITIES WHO EMPLOYED APPRENTICES DURING THE 12 MONTH PERIOD ENDING ON THE DATE AT A2.

C16(a) For the purposes of these questions an apprentice is an employee employed under a & contract of apprenticeship.

C16(b)

Apprentices should have already been included in **B7(a)** and **B7(b)**.

APPRENTICE EMPLOYEES

C16(a) Enter into the appropriate box below the number of FT (Full Time - 16 hours or more), PT (Part Time - less than 16 hours) and Total male apprentices on the date at A2, who are included in columns (2) to (4), **B7(a)**.

	No. of Protestant Male apprentices			No. of Roman Catholic Male apprentices			No. of Male apprentices whose community cannot be determined		
	FT	PT	Total	FT	PT	Total	FT	PT	Total
Apprentices									

C16(b) Enter into the appropriate box below the number of FT (Full Time - 16 hours or more), PT (Part Time - less than 16 hours) and Total female apprentices on the date at A2, who are included in columns (5) to (7), **B7(b)**.

	No. of Protestant Female apprentices			No. of Roman Catholic Female apprentices			No. of Female apprentices whose community cannot be determined		
	FT	PT	Total	FT	PT	Total	FT	PT	Total
Apprentices									

PROMOTEES AND LEAVERS

PART D To be completed by Registered Employers with more than 250 employees at any time during the 12 month period ending on the date at A2 and by all Public Authorities.

If this is your first monitoring return you are not required to complete questions D17 to D20.

However it is important that you begin collecting the information in respect of promotees and leavers in questions D17 to D20 as you will be required to complete these questions in your second and subsequent annual monitoring return.

If this is your second or subsequent monitoring return you are required to complete questions D17 to D20.

D17 to D20 If at the start of the 12 month period ending at the date at A2 you employ more than 250 employees (including both part time and full time employees) irrespective of whether the number of employees falls below that number during the 12 month period you must complete questions D17 to D20.

If at any time during the 12 month period ending on the date at A2 you employed more than 250 employees you must complete D17 to D20 including the relevant information **from the date at which your workforce exceeded 250** until the date at A2.

D17 For the purposes of this question a promotee is a person who fills all 4 of the following conditions:

- (i) the employee has moved from one job to another within the concern; and
- (ii) in doing so the employee fills a job which was restricted to persons already employed in the concern; and
- (iii) the employee remained in the new job or was notified in writing that he would so remain, for a continuous period of not less than 6 months; and
- (iv) as a direct result of the move the employee received an increase in pay (excluding expenses).

The SOC information in relation to promotees should relate to the position into which the person has been promoted.

Where an employee has been promoted more than once during the 12 month period ending on the date at A2 only the first promotion should be included in the monitoring return.

The information in the return relating to promotees should only relate to persons who are still in employment on the date at A2. The information should be included even if the person is no longer in the promoted post.

D19 & D20 For the purposes of these questions a leaver is a former employee who ceased to be employed in your concern during the 12 month period ending on the date at A2.

Where a former employee has left more than once during the 12 month period ending on the date at A2 only the first occasion should be recorded on the monitoring return.

PROMOTEES

PART D To be completed *ONLY* by Registered Employers who employ more than 250 employees and ALL Public Authorities.

The information in this part of the form relates to the 12 month period ending on the date at A2.

see note
page 11

D17 Enter into the appropriate box below the number of promotees (who are employees at A2) in the major groups of the Standard Occupational Classification as described in column (1).

(1) Standard Occupational Classification Major Groups	(2) No. of Protestant Male promotees	(3) No. of Roman Catholic Male promotees	(4) No. of Male promotees whose community cannot be determined	(5) No. of Protestant Female promotees	(6) No. of Roman Catholic Female promotees	(7) No. of Female promotees whose community cannot be determined
1 Managers and senior officials						
2 Professional occupations						
3 Associate professional & technical occupations						
4 Administrative & secretarial occupations						
5 Skilled trades occupations						
6 Personal service occupations						
7 Sales and customer service occupations						
8 Process, plant and machine operatives						
9 Elementary occupations						
TOTALS						

D18 Enter into the appropriate box below the number of promotees above who are male, the number who are female and the total number of promotees.

	Male	Female	Total
Promotees			

LEAVERS

PART D To be completed *ONLY* by Registered Employers who employ more than 250 employees and ALL Public Authorities.

The information in this part of the form relates to the 12 month period ending on the date at A2.

see note
page 11

D19 Enter into the appropriate box below the number of leavers in the major groups of the Standard Occupational Classification as described in column (1).

(1) Standard Occupational Classification Major Groups	(2) No. of Protestant Male leavers	(3) No. of Roman Catholic Male leavers	(4) No. of Male leavers whose community cannot be determined	(5) No. of Protestant Female leavers	(6) No. of Roman Catholic Female leavers	(7) No. of Female leavers whose community cannot be determined
1 Managers and senior officials						
2 Professional occupations						
3 Associate professional & technical occupations						
4 Administrative & secretarial occupations						
5 Skilled trades occupations						
6 Personal service occupations						
7 Sales and customer service occupations						
8 Process, plant and machine operatives						
9 Elementary occupations						
TOTALS						

D20 Enter into the appropriate box below the number of leavers above who are male, the number who are female and the total number of leavers.

	Male	Female	Total
Leavers			

PART E To be completed by ALL Registered Employers and Public Authorities

E21	Signed	<input type="text"/>
E22	Print name	<input type="text"/>
E23	Position in concern	<input type="text"/>
E24	Date	<input type="text"/>

ADDITIONAL INFORMATION

E25 Please give a contact for any queries arising from this return:

Name	<input type="text"/>
Telephone No	<input type="text"/>
Fax No	<input type="text"/>
Email Address:	<input type="text"/>

THIS FORM SHOULD BE COMPLETED AND SENT TO

**Equality Commission for Northern Ireland
Equality House
7-9 Shaftesbury Square
BELFAST BT2 7DP**

Fax. No. 02890 238 039

BEFORE THE DEADLINE AT A3

**YOU ARE ADVISED TO KEEP A COPY OF YOUR COMPLETED
MONITORING RETURN FORM FOR YOUR OWN INFORMATION**

*If you require any advice or assistance in completing this return contact the
Equality Commission at the above address or telephone 028 90 500600*

Email: edenquiries@equalityni.org or Fax: 02890 238039

**Equality Commission for Northern Ireland
Equality House
7–9 Shaftesbury Square
BELFAST BT2 7DP**

Tel: 028 90 500 600

Fax: 028 90 238 039

Textphone: 028 90 500 589

www.equalityni.org