

RECRUITING PEOPLE WITH CONFLICT-RELATED CONVICTIONS

SUPPLEMENTARY BRIEF

This brief highlights the key principles of the voluntary Employers' Guidance on Recruiting People with Conflict-Related Convictions and to clarify any areas of uncertainty regarding its implications for Employers.

It is hoped that this additional advice will make employers aware of the Voluntary Guidance and increase understanding of its principles.

The Employers' Guidance (attached) is a voluntary document designed to help employers follow best practice in recruiting people with convictions arising from the period of conflict in Northern Ireland, provided that these are in respect of activities which took place pre-April 1998.

It aims to reduce barriers to employment and enhance the re-integration of people with conflict-related convictions by encouraging employers to allow political ex-prisoners to compete on an equal basis with other applicants.

It represents additional good practice to be read alongside existing legislative provisions such as the principles contained in Fair Employment legislation.

The Business Perspective

- So that economic growth is not constrained by labour shortages, it is important that all potential sources of employees are tapped and where necessary appropriate training provided to enable people to fill job vacancies;
- Evidence shows a lower risk of re-offending amongst political ex-prisoners in comparison to those convicted of non-political offences.

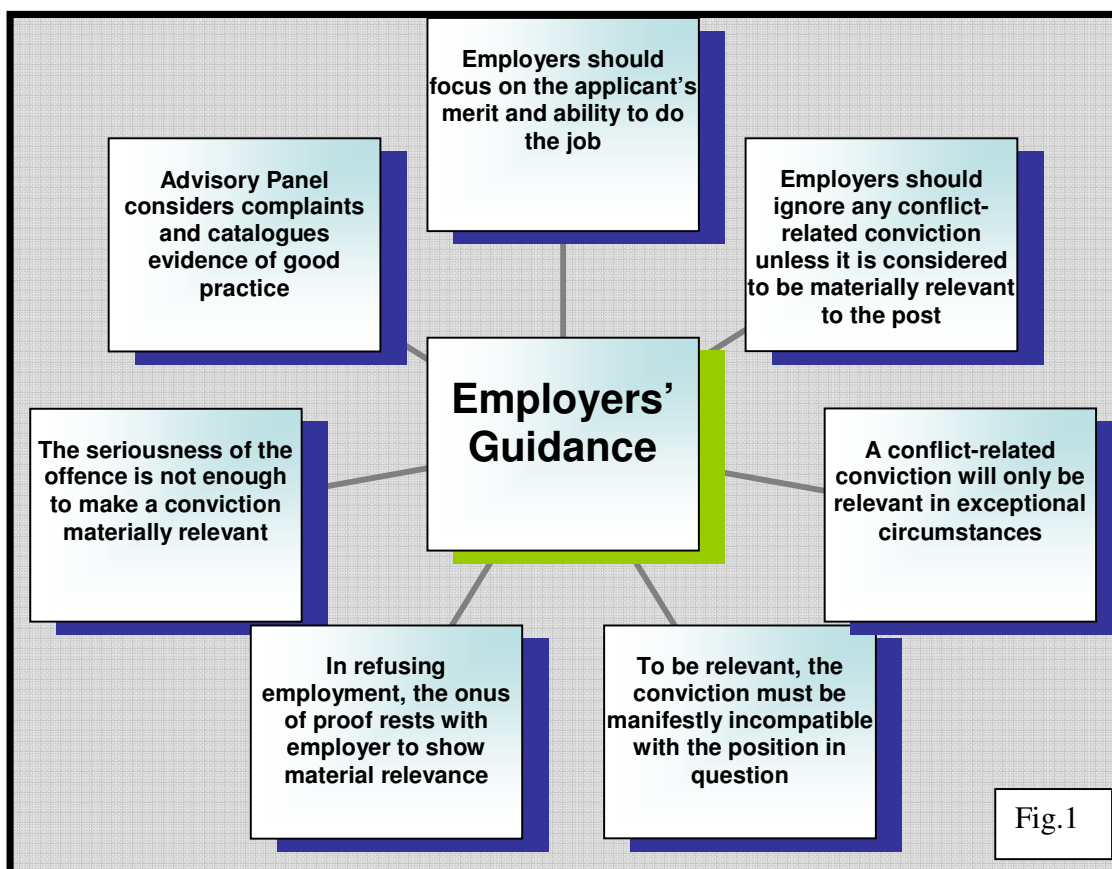


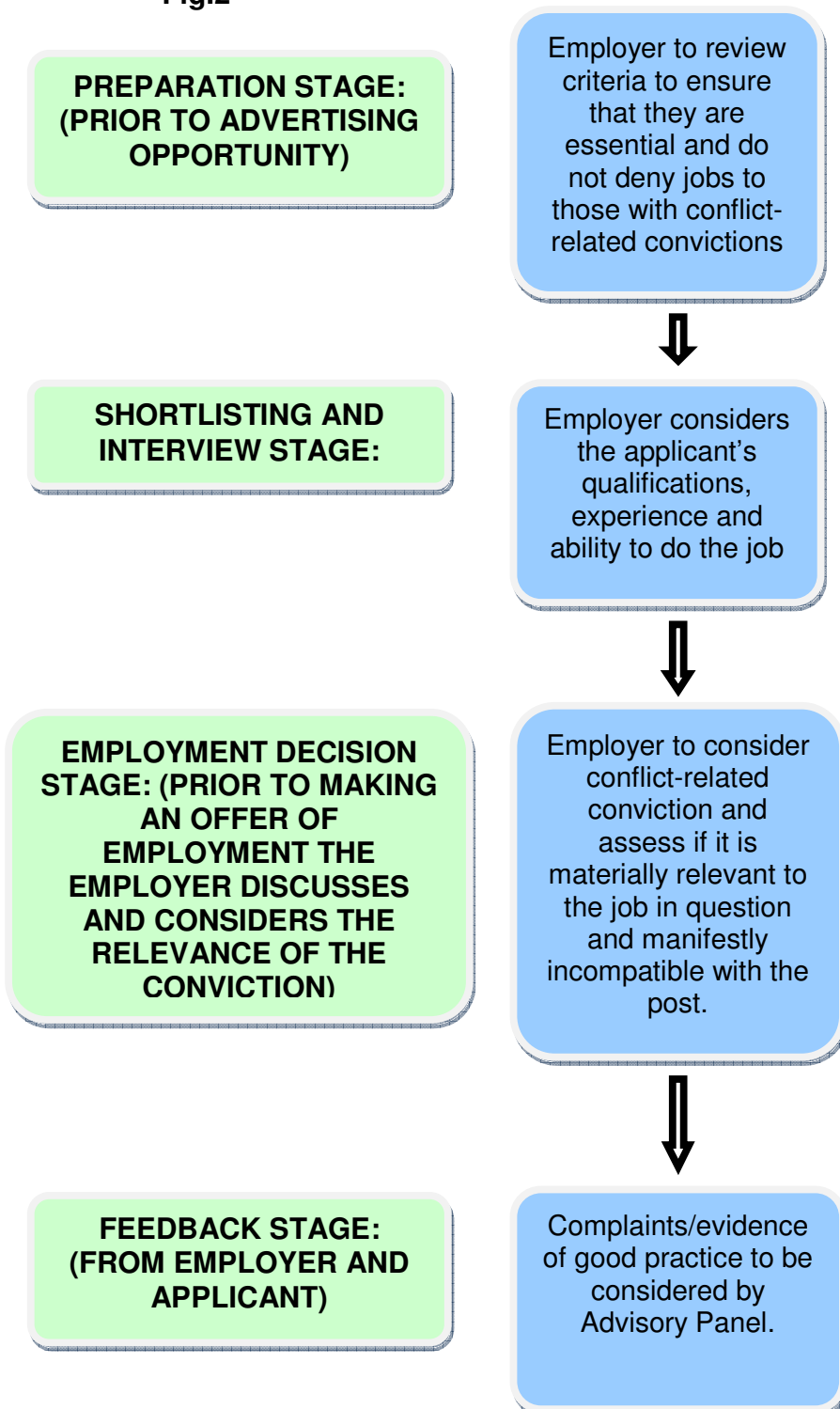
Fig.1 outlines the main principles within the Employers' Guidance

Suggested Action for Employers:

Many persons with conflict-related convictions will have been out of employment for a considerable period of time. The employer may consider providing work placements/tasters to give ex-prisoners relevant work experience and an opportunity to prove themselves.

Fig.2 illustrates that regardless of the recruitment process used, a conflict-related conviction should not play a part until the individual has successfully gone through a selection process.

Fig.2



The Advisory Panel is a **non-statutory** body and like the Employers' Guidance is entirely **voluntary** in nature. It will not therefore impinge on the remit of existing mechanisms such as the Industrial Tribunal. Due to its voluntary nature, the Panel will have no power to force employers to engage with it. The Panel will build up a catalogue of evidence to inform a **progress report**, which will comment on the impact of the Employers' Guidance. In particular, the Panel will catalogue examples of good practice where employers have implemented the Voluntary Guidance resulting in a positive outcome for both the applicant and the employer. These "good news stories" will form a crucial part of the Progress Report.

Further Information/Advice

Should you require any further information/advice on either the Employers' Guidance or the Advisory Panel, please contact:

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This Supplementary Brief along with the full text of the Employers' Guidance can be accessed via:

www.ofmdfmi.gov.uk/index/equality/community-relations/conflict-transformation-news.htm