FOI Ref: 2018/041(13113)

#### Background and Description of Request:

As you may be aware, in accordance with the former 'Positive about Disabled People "Two Ticks" accreditation scheme' and the current 'Disability Confident' accreditation scheme; employers who have signed up to these schemes must provide an interview to disabled candidates who meet the minimum criteria for the vacant post, if they have requested an interview under either scheme, past or present.

The UK Government has stated its high hopes that the new 'Disability Confident' scheme will help reduce workplace barriers to disabled people and reduce the disability employment gap.

As such and because East Lothian Council is a participant of the 'Disability Confident' scheme could you please inform me of the following:

- How many candidates have requested an interview under either scheme, for the time period January 2015 January 2017?
- State the post applied for and please advise whether the candidate was successful in their application (the position applied for may be given a more generic title if this helps avoid identification of specific staff members and breach of the Data Protection Act 1998).
- State the total number of vacant posts advertised and subsequently filled, for the time period January 2015 January 2017.

#### Example:

Job Title		Interview provided under	
		'Two Ticks' or 'Disability	Outcome?
		Confident' scheme?	(Hired)
Administrator	XXXX	YES	YES
Teacher	XXXX	NO	YES
Clerical	XXXX	YES	NO

Please note that this request refers to candidates who apply for any position that could result in subsequent employment by East Lothian Council, and should therefore be inclusive of candidates from all branches of the Council E.g. Education, Care, Transport, Finance, Planning, Clerical/Administrative staff etc...

Please refer to Appendix I overleaf.

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Further, in order for this information to be contextualised, could you please also tell me the following:

• As at January 2015, 2016, and 2017, how many employees did East Lothian Council have?

2015 4,8302016 4,7612017 4,831

• As at January 2015, 2016, 2017, how many disabled people were employed by East Lothian Council?

2015	161 (8	31 employees	chose	'Prefer	not to	Answer'	this	question	and	900
	е	mployees left	the qu	estion เ	unansv	vered).				

- 2016 168 (80 employees chose 'Prefer not to Answer' this question and 832 left the question unanswered)
- 2017 171 (78 employees chose 'Prefer not to Answer' and 782 employees left the question unanswered).

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#### Appendix I

Number of applications received where an interview was requested			
under the guaranteed interview scheme			
Number of applications which met the minimum criteria for the job	132		
and were offered an interview			
Number of applicants successfully hired following interview	25		
Number of advertising campaigns during this time period			
Number of appointments made during this time period	1545		

		Invited to	Successful following
Date	Job title	interview	interview
January 2015	Cleaner	Yes	No
January 2015	Cleaner	No	Not interviewed
January 2015	Class Teacher	Yes	No
January 2015	Principal Officer	No	Not interviewed
February 2015	Social Worker	Yes	Yes
February 2015	Social Worker	Yes	Yes
February 2015	Social Worker	No	Not interviewed
February 2015	Social Worker	No	Not interviewed
February 2015	Modern Apprentice	No	Not interviewed
February 2015	Amenity Operative	No	Not interviewed
February 2015	Amenity Operative	No	Not interviewed
February 2015	Amenity Operative	No	Not interviewed
February 2015	Amenity Operative	No	Not interviewed
February 2015	Cleaner	Yes	No
February 2015	Museum Assistant	Yes	Yes
February 2015	Museum Assistant	No	Not interviewed
February 2015	Museum Assistant	Yes	No
February 2015	Museum Assistant	Yes	No
February 2015	Museum Assistant	No	Not interviewed
March 2015	Community Housing Officer	Yes	Yes
March 2015	Social Care Worker	No	Not interviewed
March 2015	Rent Income Adviser	Yes	No
March 2015	Rent Income Adviser	Yes	No
March 2015	Class Teacher	Yes	No
March 2015	Class Teacher	Yes	Yes
March 2015	Social Care Worker	Yes	No
March 2015	Dining Room Supervisor	Yes	Yes
	Additional Support Needs		
March 2015	Auxiliary	Yes	No
March 2015	Architectural Technician	No	Not interviewed
March 2015	Architectural Technician	No	Not interviewed
March 2015	Family Support Worker	No	Not interviewed
	Community Development		
March 2015	Assistant	No	Not interviewed
March 2015	Cleaner	No	Not interviewed

	Interior Design & Easilities		
March 2015	Interior Design & Facilities Planner	No	Not interviewed
IVIAI CIT 2015		INO	Not litterviewed
April 2015	School Crossing Patrol Guide	No	Not interviewed
April 2015	Community Care Worker	No	Not interviewed
April 2015	Community Care Worker	No	Not interviewed
April 2015	Community Care Worker	No	Not interviewed
		No	
April 2015	Community Care Worker	No	Not interviewed
April 2015	Administrator		Not interviewed
April 2015	Administrator	Yes	No.
April 2015	Strategy Officer	No	Not interviewed
April 2015	Nursery Nurse	No	Not interviewed
April 2015	Recycling Centre Attendant	No	Not interviewed
April 2015	Recycling Centre Attendant	No	Not interviewed
April 2015	Recycling Centre Attendant	No	Not interviewed
April 2015	Rent Income Adviser	No	Not interviewed
April 2015	Community Housing Officer	Yes	No
April 2015	Community Housing Officer	No	Not interviewed
April 2015	Customer Service Assistant	Yes	No
April 2015	Customer Service Assistant	No	Not interviewed
April 2015	Customer Service Assistant	No	Not interviewed
April 2015	Customer Service Assistant	No	Not interviewed
April 2015	Customer Service Assistant	No	Not interviewed
April 2015	Customer Service Assistant	No	Not interviewed
April 2015	Community Housing Officer	Yes	No
April 2015	Museum Assistant	No	Not interviewed
April 2015	Museum Assistant	No	Not interviewed
April 2015	Museum Assistant	No	Not interviewed
April 2015	Museum Assistant	No	Not interviewed
April 2015	Museum Assistant	No	Not interviewed
April 2015	Amenity Operative	No	Not interviewed
April 2015	Administrator	Yes	No
April 2015	Adult Learning Tutor	Yes	Yes
May 2015	Cleaner	No	Not interviewed
May 2015	Class Teacher	No	Not interviewed
May 2015	Class Teacher	No	Not interviewed
May 2015	Class Teacher	No	Not interviewed
May 2015	Caretaker	No	Not interviewed
May 2015	Class Teacher	No	Not interviewed
May 2015	Administrator	No	Not interviewed
May 2015	Social Worker	No	Not interviewed
May 2015	Contact Assistant	No	Not interviewed
May 2015	Contact Assistant	No	Not interviewed
May 2015	Contact Assistant	No	Not interviewed
May 2015	Community Care Worker	No	Not interviewed
May 2015	Community Care Worker	No	Not interviewed
	3	No	
May 2015	Community Care Worker		Not interviewed
May 2015	Community Care Worker	No	Not interviewed

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May 2015	Community Care Worker	No	Not interviewed
May 2015	Nursery Nurse	Yes	No
May 2015	Pupil Support Worker	No	Not interviewed
May 2015	Pupil Support Worker	No	Not interviewed
	Additional Support Needs		
May 2015	Auxiliary	Yes	No
	Additional Support Needs		
May 2015	Auxiliary	Yes	No
June 2015	Customer Service Assistant	Yes	Yes
June 2015	Customer Service Assistant	No	Not interviewed
June 2015	Customer Service Assistant	No	Not interviewed
June 2015	Customer Service Assistant	No	Not interviewed
June 2015	Nursery Nurse	Yes	No
June 2015	Classroom Assistant	No	Not interviewed
June 2015	Class Teacher	No	Not interviewed
	Additional Support Needs		
June 2015	Auxiliary	No	Not interviewed
	Additional Support Needs		
June 2015	Auxiliary	No	Not interviewed
	Additional Support Needs		
June 2015	Auxiliary	No	Not interviewed
	Additional Support Needs		
June 2015	Auxiliary	No	Not interviewed
June 2015	Nursery Nurse	Yes	No
June 2015	Nursery Nurse	Yes	No
June 2015	Principal Teacher	Yes	No
June 2015	Pupil Support Worker	No	Not interviewed
June 2015	Pupil Support Worker	No	Not interviewed
June 2015	Pupil Support Worker	Yes	No
June 2015	Pupil Support Worker	Yes	No
June 2015	Pupil Support Worker	No	Not interviewed
June 2015	Pupil Support Worker	No	Not interviewed
June 2015	Pupil Support Worker	Yes	No
June 2015	Administrator	Yes	Yes
June 2015	Kitchen Assistant	No	Not interviewed
34110 2010	Community Development	110	iter interviewed
June 2015	Assistant	Yes	No
June 2015	Class Teacher	No	Not interviewed
June 2015	Day Service Officer	No	Not interviewed
June 2015	Day Service Officer	No	Not interviewed
June 2015	Day Service Officer	No	Not interviewed
June 2015	Day Service Officer	No	Not interviewed
June 2015	Nursery Nurse	No	Not interviewed
	3	No	
June 2015	School Auxiliary		Not interviewed
June 2015	Behaviour Support Officer	No	Not interviewed
luno 2015	Additional Support Needs	No	Not intensioused
June 2015	Auxiliary	No	Not interviewed
June 2015	Clerk	No	Not interviewed

Chart & Activity Draiget		
	No	Not interviewed
•	INO	Not interviewed
· · · · · · · · · · · · · · · · · · ·	No	Not interviewed
•	<u> </u>	Not interviewed
		Not interviewed
		Yes
		Not interviewed
		No
	Yes	No
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	NO	Not interviewed
	NI -	Night had a made a const
	NO	Not interviewed
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		Not interviewed
		No
		Yes
		Not interviewed
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		Not interviewed
	<u> </u>	Not interviewed
	_	No
		No
Childcare Officer		No
Customer Service Assistant	No	Not interviewed
Customer Service Assistant	No	Not interviewed
Customer Service Assistant	No	Not interviewed
Customer Service Assistant	No	Not interviewed
Administrator	No	Not interviewed
Administrator	No	Not interviewed
Regeneration Officer	Yes	Yes
Processing Assistant	Yes	No
Processing Assistant	Yes	No
Community Housing Officer	Yes	No
Social Worker	Yes	No
Day Service Officer	Yes	No
	Yes	No
	No	Not interviewed
	<u> </u>	Not interviewed
· ·	No	Not interviewed
	-	
• • •	No	Not interviewed
	Yes	No
Auxiliary	No	Not interviewed
	Customer Service Assistant Customer Service Assistant Customer Service Assistant Administrator Administrator Regeneration Officer Processing Assistant Processing Assistant Community Housing Officer Social Worker Day Service Officer Occupational Therapist Social Worker Day Service Officer Additional Support Needs Auxiliary Additional Support Needs	Development Officer Sport & Activity Project Development Officer Refuse Collection Loader Social Worker Social Worker Social Worker No Administrator Additional Support Needs Auxiliary Additional Support Needs Auxiliary No Additional Support Needs Auxiliary No Principal Teacher Catering Assistant Pupil Support Worker Pupil Support Worker No Security Assistant Caretaker Castemer Service Assistant Customer Service Assistant No Customer Service Assistant No Cadministrator No Regeneration Officer Processing Assistant No Cammunity Housing Officer Social Worker No Day Service Officer No Redinional Support Needs No Respect Service Officer No Respect Service Officer Respondent Service Assistant No Customer Service Assistant No Customer Service Assistant No Customer Service Assistant No Coustomer Service

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July 2015	Telecare Development Officer	Yes	No
Suly 2010	Community Development	1.00	140
July 2015	Assistant	No	Not interviewed
	Community Development		
July 2015	Assistant	No	Not interviewed
July 2015	Social Care Worker	No	Not interviewed
July 2015	Customer Service Assistant	No	Not interviewed
July 2015	Systems Officer	No	Not interviewed
July 2015	Registrar	No	Not interviewed
July 2015	Solicitor	Yes	No
	Additional Support Needs		
July 2015	Auxiliary	No	Not interviewed
	Additional Support Needs		
July 2015	Auxiliary	No	Not interviewed
	Additional Support Needs		
July 2015	Auxiliary	No	Not interviewed
July 2015	School Auxiliary	No	Not interviewed
August 2015	Classroom Assistant	No	Not interviewed
August 2015	Classroom Assistant	No	Not interviewed
August 2015	Classroom Assistant	Yes	No
August 2015	Classroom Assistant	No	Not interviewed
August 2015	Administrator	Yes	Yes
August 2015	Pupil Support Worker	No	Not interviewed
August 2015	Pupil Support Worker	Yes	No
August 2015	Pupil Support Worker	No	Not interviewed
August 2015	Mailroom Assistant/Courier	No	Not interviewed
August 2015	Mailroom Assistant/Courier	Yes	No
August 2015	Mailroom Assistant/Courier	Yes	No
August 2015	Mailroom Assistant/Courier	No	Not interviewed
August 2015	Mailroom Assistant/Courier	No	Not interviewed
August 2015	Mailroom Assistant/Courier	No	Not interviewed
August 2015	Administrator	Yes	No
August 2015	Museum Assistant	No	Not interviewed
	School Crossing Patrol		
August 2015	Guide	Yes	Yes
	Additional Support Needs		
August 2015	Auxiliary	No	Not interviewed
	Additional Support Needs		
August 2015	Auxiliary	No	Not interviewed
August 2015	Nursery Nurse	No	Not interviewed
<u> </u>	Additional Support Needs		
August 2015	Auxiliary	No	Not interviewed
	Additional Support Needs		
August 2015	Auxiliary	Yes	No
	Additional Support Needs		
August 2015	Auxiliary	No	Not interviewed
August 2015	Class Teacher	No	Not interviewed

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October 2015	Amenity Operative	Yes	No
October 2015	Amenity Operative  Amenity Operative	Yes	No
October 2015	Community Response	162	INO
October 2015	Assistant	No	Not interviewed
October 2015	Payroll Assistant	No	Not interviewed
		Yes	Yes
October 2015	Payroll Assistant		
October 2015	Cleaner	No	Not interviewed
October 2015	Labourer	No	Not interviewed
October 2015	Labourer	Yes	No
October 2015	Labourer	No	Not interviewed
October 2015	Labourer	No	Not interviewed
October 2015	Cleaner	No	Not interviewed
October 2015	Classroom Assistant	No	Not interviewed
October 2015	Classroom Assistant	No	Not interviewed
October 2015	Classroom Assistant	No	Not interviewed
October 2015	Nursery Nurse	No	Not interviewed
October 2015	Data Analyst	No	Not interviewed
October 2015	Administrator	No	Not interviewed
October 2015	Administrator	No	Not interviewed
October 2015	Administrator	No	Not interviewed
October 2015	Administrator	No	Not interviewed
October 2015	Social Worker	Yes	Yes
October 2015	Administrator	Yes	No
October 2015	Response Officer	No	Not interviewed
October 2015	Response Officer	No	Not interviewed
	Head Operative - Amenity		
October 2015	Squad	No	Not interviewed
October 2015	Laboratory Assistant	No	Not interviewed
November 2015	Administrator	Yes	No
November 2015	Administrator	Yes	No
November 2015	Administrator	Yes	No
November 2015	Administrator	No	Not interviewed
November 2015	Classroom Assistant	No	Not interviewed
November 2015	Nursery Nurse	No	Not interviewed
November 2015	Nursery Nurse	No	Not interviewed
November 2015	Nursery Nurse	Yes	No
November 2015	Investigation Officer	No	Not interviewed
November 2015	Investigation Officer	Yes	No
November 2015	Cleaner	No	Not interviewed
November 2015	Caretaker	Yes	No
November 2015	Customer Service Assistant	No	Not interviewed
November 2015	Customer Service Assistant	No	Not interviewed
November 2015	Graduate Intern	Yes	No
December 2015	Class Teacher	Yes	No
December 2015	Janitor	No	Not interviewed
		No	
December 2015	Janitor Mailroom Assistant/Courier		Not interviewed
December 2015	Mailroom Assistant/Courier	No	Not interviewed
December 2015	Mailroom Assistant/Courier	Yes	No

December 2015	Mailroom Assistant/Courier	No	Not interviewed
December 2015	Nursery Nurse	No	Not interviewed
December 2015	Nursery Nurse	No	Not interviewed
December 2015	Nursery Nurse	No	Not interviewed
	Additional Support Needs		
December 2015	Auxiliary	No	Not interviewed
December 2015	Class Teacher	No	Not interviewed
	School Crossing Patrol		
December 2015	Guide	No	Not interviewed
December 2015	Rent Income Adviser	No	Not interviewed
December 2015	Rent Income Adviser	Yes	No
December 2015	Principal Teacher	Yes	No
December 2015	Work Scheduler	No	Not interviewed
January 2016	Graduate Intern	No	Not interviewed
January 2016	Road Worker	No	Not interviewed
January 2016	Road Worker	No	Not interviewed
January 2016	Community Housing Officer	Yes	Yes
January 2016	Driver / Attendant	No	Not interviewed
January 2016	Driver / Attendant	No	Not interviewed
January 2016	Amenity Operative	No	Not interviewed
January 2016	Amenity Operative	No	Not interviewed
January 2016	Amenity Operative	No	Not interviewed
January 2016	Amenity Operative	No	Not interviewed
January 2016	Cleaner	No	Not interviewed
January 2016	Administrator	Yes	No
January 2016	Procurement Officer	No	Not interviewed
January 2016	Administrator	No	Not interviewed
January 2016	Administrator	No	Not interviewed
January 2016	Administrator	No	Not interviewed
January 2016	Customer Service Assistant	No	Not interviewed
January 2016	Customer Service Assistant	No	Not interviewed
January 2016	Day Service Officer	No	Not interviewed
January 2016	Day Service Officer	No	Not interviewed
January 2016	Day Service Officer	No	Not interviewed
January 2016	Support Worker	No	Not interviewed
January 2016	Team Manager	No	Not interviewed
January 2016	Class Teacher	Yes	Yes
Sandary 2010	Additional Support Needs	1.00	100
January 2016	Auxiliary	Yes	No
January 2016	Amenity Operative	No	Not interviewed
January 2016	Amenity Operative	No	Not interviewed
January 2016	Class Teacher	No	Not interviewed
January 2016	Cleaner	No	Not interviewed
January 2016	Cleaner	No	Not interviewed
January 2016	Amenity Operative	No	Not interviewed
January 2016	Amenity Operative  Amenity Operative	No	Not interviewed
January 2016	Amenity Operative	No	Not interviewed
February 2016	Class Teacher	No	Not interviewed
rebluary 2016	CIASS TEACHER	INU	I not interviewed

			_
January 2016	Administrator	No	Not interviewed
January 2016	Administrator	No	Not interviewed
January 2016	Administrator	No	Not interviewed
January 2016	Pupil Support Worker	No	Not interviewed
January 2016	Social Care Worker	No	Not interviewed
January 2016	Administrator	No	Not interviewed
January 2016	Adult Learning Tutor	No	Not interviewed
January 2016	Class Teacher	No	Not interviewed
January 2016	Class Teacher	Yes	No
January 2016	Customer Service Assistant	No	Not interviewed
January 2016	Customer Service Assistant	No	Not interviewed
January 2016	Customer Service Assistant	Yes	No
January 2016	Class Teacher	Yes	No
January 2016	Class Teacher	Yes	No
March 2016	Nursery Nurse	Yes	No
March 2016	Nursery Nurse	Yes	No
March 2016	Nursery Nurse	No	Not interviewed
March 2016	Class Teacher	No	Not interviewed
March 2016	Contact Assistant	No	Not interviewed
March 2016	Contact Assistant	No	Not interviewed
March 2016	Contact Assistant	No	Not interviewed
March 2016	Contact Assistant	No	Not interviewed
March 2016	Contact Assistant	No	Not interviewed
March 2016	Class Teacher	No	Not interviewed
March 2016	Class Teacher	Yes	No
March 2016	Family Support Worker	No	Not interviewed
March 2016	Family Support Worker	Yes	No
March 2016	Family Support Worker	No	Not interviewed
March 2016	Family Support Worker	Yes	No
March 2016	Cleaner	No	Not interviewed
March 2016	Cleaner	No	Not interviewed
March 2016	Class Teacher	No	Not interviewed
March 2016	Family Support Worker	No	Not interviewed
March 2016	Family Support Worker	No	Not interviewed
March 2016	Family Support Worker	No	Not interviewed
March 2016	Family Support Worker	No	Not interviewed
March 2016	Family Support Worker	No	Not interviewed
March 2016	Principal Teacher	No	Not interviewed
March 2016	Museum Assistant	No	Not interviewed
March 2016	Museum Assistant	No	Not interviewed
March 2016	Museum Assistant	No	Not interviewed
March 2016	Museum Assistant	No	Not interviewed
March 2016	Museum Assistant	No	Not interviewed
March 2016	Museum Assistant	Yes	Yes
March 2016	Class Teacher	No	Not interviewed
March 2016	Class Teacher	Yes	No
March 2016	Class Teacher	Yes	No
March 2016	Class Teacher	Yes	No
•	•	•	*

March 2016	Nursery Nurse	No	Not interviewed
March 2016	Nursery Nurse	No	Not interviewed
March 2016	Class Teacher	Yes	Yes
March 2016	Family Support Worker	No	Not interviewed
March 2016	Family Support Worker	No	Not interviewed
March 2016	Family Support Worker	No	Not interviewed
March 2016	Family Support Worker	No	Not interviewed
March 2016	Catering Assistant	No	Not interviewed
March 2016	Social Worker	No	Not interviewed
March 2016	Dining Room Supervisor	Yes	Yes
March 2016	Social Worker	Yes	No
March 2016	Social Worker	No	Not interviewed
March 2016	Social Worker	No	Not interviewed
March 2016	Social Worker	No	Not interviewed
April 2016	Customer Service Assistant	No	Not interviewed
April 2016	Customer Service Assistant	Yes	No
April 2016	Customer Service Assistant	Yes	No
April 2016	Health & Safety Adviser	No	Not interviewed
April 2016	Class Teacher	No	Not interviewed
April 2016	Administrator	No	Not interviewed
April 2016	Administrator	No	Not interviewed
710111 2010	Community Response	110	Trot intorvious
April 2016	Assistant	No	Not interviewed
7.011 2010	Community Response	110	Trot mitor violvou
April 2016	Assistant	No	Not interviewed
April 2016	Dining Room Supervisor	No	Not interviewed
April 2016	Dining Room Supervisor	Yes	No
April 2016	Day Service Officer	No	Not interviewed
April 2016	Day Service Officer	No	Not interviewed
April 2016	Day Service Officer	No	Not interviewed
April 2016	Day Service Officer	No	Not interviewed
April 2016	Pupil Support Worker	No	Not interviewed
April 2016	Pupil Support Worker	Yes	No
April 2016	Pupil Support Worker	Yes	No
April 2016	Administrator	Yes	No
April 2016	Administrator	No	Not interviewed
April 2016	School Auxiliary	Yes	No
April 2016	School Auxiliary	No	Not interviewed
April 2016	School Auxiliary	No	Not interviewed
April 2016	Graduate Intern	Yes	No
April 2016	Policy Officer	No	Not interviewed
April 2016	Policy Officer	No	Not interviewed
April 2016	Policy Officer	No	Not interviewed
April 2016	Web Officer	No	Not interviewed
April 2016	Class Teacher	No	Not interviewed
April 2016	Classroom Assistant	No	Not interviewed
April 2016	Classroom Assistant	No	Not interviewed
April 2016	Classroom Assistant	No	Not interviewed
1 1 PI II 2010	Sidooi Ooiti Abolotatti	110	INOT THE OF VICTOR

April 2016	Classroom Assistant	No	Not interviewed
April 2016	Classroom Assistant	No	Not interviewed
April 2016	Classroom Assistant	No	Not interviewed
April 2016	Classroom Assistant	No	Not interviewed
April 2016	Classroom Assistant	No	Not interviewed
April 2016	Cleaner	No	Not interviewed
April 2016	Cleaner	No	Not interviewed
April 2016	House/Laundry Domestic	No	Not interviewed
April 2016	Catering Assistant	No	Not interviewed
April 2016	Amenity Operative	No	Not interviewed
	Additional Support Needs		
April 2016	Auxiliary	Yes	No
May 2016	Cleaner	Yes	No
May 2016	Cleaner	No	Not interviewed
May 2016	Classroom Assistant	No	Not interviewed
May 2016	Classroom Assistant	No	Not interviewed
May 2016	Classroom Assistant	No	Not interviewed
May 2016	Kitchen Assistant	No	Not interviewed
June 2016	Administrator	Yes	No
July 2016	Contact Assistant	No	Not interviewed
	Archive and Local History		
July 2016	Assistant	No	Not interviewed
	Archive and Local History		
July 2016	Assistant	No	Not interviewed
	Archive and Local History		
July 2016	Assistant	No	Not interviewed
_	Archive and Local History		
July 2016	Assistant	No	Not interviewed
	Archive and Local History		
July 2016	Assistant	No	Not interviewed
	Archive and Local History		
July 2016	Assistant	No	Not interviewed
July 2016	Team Leader	No	Not interviewed
July 2016	Team Leader	No	Not interviewed
July 2016	Administrator	Yes	No
July 2016	Administrator	No	Not interviewed
July 2016	Administrator	No	Not interviewed
July 2016	Administrator	No	Not interviewed
July 2016	Administrator	Yes	No
July 2016	Administrator	No	Not interviewed
August 2016	Customer Service Assistant	No	Not interviewed
August 2016	Benefits Assistant	No	Not interviewed
August 2016	Benefits Assistant	No	Not interviewed
August 2016	Benefits Assistant	No	Not interviewed
August 2016	Benefits Assistant	No	Not interviewed
August 2016	Administrator	Yes	No
August 2016	Administrator	Yes	No
August 2016	HR Officer	No	Not interviewed
<del>-</del>			

August 2016	Communications Officer	No	Not interviewed
August 2016	Communications Officer	No	Not interviewed
August 2016	Policy Officer	No	Not interviewed
September 2016	Administrator	No	Not interviewed
September 2016	Team Manager	No	Not interviewed
September 2016	Team Manager	No	Not interviewed
September 2016	Council Tax Officer	No	Not interviewed
September 2016	Council Tax Officer	No	Not interviewed
September 2016	Council Tax Officer	No	Not interviewed
September 2016	Council Tax Officer	No	Not interviewed
September 2016	Council Tax Officer	No	Not interviewed
October 2016	Administrator	No	Not interviewed
October 2016	Administrator	Yes	No
October 2016	Clerk	No	Not interviewed
October 2016	Clerk	No	Not interviewed
October 2016	Benefits Assistant	No	Not interviewed
October 2016	Benefits Assistant	Yes	No
November 2016	Marketing Assistant	No	Not interviewed
November 2016	Marketing Assistant	No	Not interviewed
November 2016	Marketing Assistant	No	Not interviewed
	Debt Management &		
November 2016	Business Rates Officer	No	Not interviewed
	Debt Management &		
November 2016	Business Rates Officer	No	Not interviewed
	Debt Management &		
November 2016	Business Rates Officer	No	Not interviewed
November 2016	Systems Officer	Yes	No
	Community Response		
December 2016	Assistant	No	Not interviewed
	Community Response		
December 2016	Assistant	No	Not interviewed
	Community Response		
December 2016	Assistant	No	Not interviewed
	Community Response		
December 2016	Assistant	No	Not interviewed
	Community Response		
December 2016	Assistant	Yes	Yes
December 2016	Customer Service Assistant	Yes	No
December 2016	Procurement Officer	Yes	Yes