



CYNGOR BWRDEISTREF SIROL
RHONDDA CYNON TAF
COUNTY BOROUGH COUNCIL

COMMITTEE SUMMONS

C Hanagan
Service Director of Democratic Services & Communication
Rhondda Cynon Taf County Borough Council
The Pavilions
Cambrian Park
Clydach Vale, CF40 2XX

Meeting Contact: Hannah Jones- Council Business Unit, Democratic Services
(07385401954)

YOU ARE SUMMONED to a virtual meeting of **WELSH LANGUAGE CABINET SUB COMMITTEE** to be held on **TUESDAY, 17TH OCTOBER, 2023** at **10.30 AM**.

Non Committee Members and Members of the public may request the facility to address the Committee at their meetings on the business listed although facilitation of this request is at the discretion of the Chair. It is kindly asked that such notification is made to Democratic Services by Friday 13th October 2023 on the contact details listed above, including stipulating whether the address will be in Welsh or English.

AGENDA

**Page
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1. DECLARATION OF INTEREST

To receive disclosures of personal interest from Members in accordance with the Code of Conduct.

Note:

1. Members are requested to identify the item number and subject matter that their interest relates to and signify the nature of the personal interest.
2. Where Members withdraw from a meeting as a consequence of the disclosure of a prejudicial interest they must notify the Chairman when they leave.

2. MINUTES

To receive the minutes of the Welsh Language Cabinet Sub-Committee meeting which was held on 9th May 2023.

3. WELSH LANGUAGE CABINET SUB-COMMITTEE WORK PROGRAMME 2023-2024

To receive the report of the Service Director of Democratic Services and Communication, which provides Members with the proposed list of matters requiring consideration by the Welsh Language Cabinet Sub-Committee during the 2023-24 Municipal Year.

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4. IMPROVING THE COUNCIL'S RECRUITMENT PROCESS ON ATTRACTING WELSH SPEAKERS 2022-2027

To receive the joint report of the Director of Public Health, Protection and Community Services and the Director of Human Resources, which seeks approval to start work on drafting an achievable and reasonable guaranteed interview scheme for Welsh-speakers Level 3 and above if they meet the vacancy essential criteria.

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5. URGENT BUSINESS

To consider any other business, which the Chairman by reason of special circumstances is of the opinion should be considered at the meeting as a matter of urgency.

Service Director of Democratic Services & Communication

Circulation:-

The Chair and Vice-Chair:
(County Borough Councillor R Lewis and County Borough Councillor C Leyshon respectively)

County Borough Councillors:
Councillor M Webber, Councillor G Caple and Councillor M Norris



RHONDDA CYNON TAF

**RHONDDA CYNON TAF COUNCIL
WELSH LANGUAGE CABINET SUB COMMITTEE**

Minutes of the Virtual meeting of the Welsh Language Cabinet Sub Committee held on Tuesday, 9 May 2023 at 3.00 pm.

This meeting was recorded, details of which can be accessed [here](#)

County Borough Councillors – The following Councillors were present:

Councillor R Lewis (Chair)

Councillor C Leyshon Councillor G Caple
Councillor M Norris

Officers in attendance

Ms L Davies, Director, Public Health, Protection and Community Services
Ms N Lewis, Head of Community and Welsh Language Services
Mr S Gealy, Welsh Language Services Manager
Mr S Thomas, Eisteddfod Project Officer
Mr O Rowlands

Apologies for absence

Councillor M Webber

5 Declaration of Interest

There were no declarations made in accordance with the Council's Code of Conduct.

6 Minutes

It was **RESOLVED** to approve the minutes of the meeting held on 25th October 2022.

7 Welsh Language Promotion Strategy and Action Plan

The Senior Executive and Regulatory Business Officer provided the Welsh Language Sub-Committee with the observations of the Overview & Scrutiny Committee following its consideration of the Welsh Language Promotion Strategy at the meeting held on the 21st March 2023. Members' attention was drawn to Section 5 of the covering report, which summarised the key observations of the Committee.

The Head of Community and Welsh Language Services then provided the Sub-Committee with the revised copy of the Welsh Language Promotion Strategy Action Plan to support the implementation of the Welsh Language Promotion Strategy 2022-2027, which had been approved by the Committee on 25th October 2022.

The Chair thanked officers for the report and commended the amount of work undertaken to produce the Promotion Strategy and robust Action Plan. The Chair spoke of the ambitious targets in relation to the WESP and increasing the number of learners by approximately 10% over the next ten years and the future opportunities arising from the 2024 Eisteddfod. The Chair also spoke positive of the links with the communities and emphasised the importance of communities to meet the ambitious targets.

The Cabinet Member for Climate Change and Corporate Services also spoke positive of the Promotion Strategy and Action Plan and felt that it was evident that the Welsh Language run throughout all areas of the Local Authority and its services. The Cabinet Member was particularly pleased to note that Elected Members and staff had the opportunity to learn the language internally as part of their roles and noted that there was a high intake of the provision. The Cabinet Member commented that this provision would not only increase the use of the language in a work setting, but also at home with families and friends.

The Cabinet Member for Development and Prosperity praised the content of the report. Whilst acknowledging that it would be more difficult to increase the number of Welsh speakers in the community, the Cabinet Member was pleased to note the steps in place to afford partners the opportunity to contribute to the success of the overall strategy. In reference to section 5.6 of the report, the Cabinet Member felt it would be important for the Council to monitor part 2 of the Action Plan.

The Cabinet Member for Health & Social Care spoke of the benefits of learning the Welsh Language and felt that the report demonstrated the Council's commitment to achieving its goals. The Cabinet Member acknowledged that taking up a new language later in life can feel daunting and questioned if there were figures available in respect of take up from this demographic.

The Service Manager for Welsh Language Services assured the Committee that Welsh for Adults work hard to target the demographic, particularly at a time when the RCT Eisteddfod is approaching. The Service Manager suggested that such data is included in the Action Plan once available, to target the community accordingly.

Discussions ensued around learning Welsh outside of an education setting and Menter Iaith informed Members that work had been commissioned to look into the 2021 census data, which had shown that RCT was at its peak in the 18–24-year-old bracket but for the age 65+, figures were very low. As such, Members were informed that work was being undertaken to increase the opportunities with partners to engage with the local community.

The Chair thanked participants for their contributions and the Welsh Language Cabinet Sub-Committee **RESOLVED:**

1. To note the comments and observations of the Overview and Scrutiny Committee;
2. To note the content of this report and the associated Action Plan; and
3. To approve the Welsh Language Promotion Strategy 2022-27 Strategy Action Plan.

8 Welsh Language Annual Monitoring Report

The Service Manager for Welsh Language Services provided the Welsh Language Sub Committee with a copy of the Draft Welsh Language Standards Annual Report 2022 – 2023.

The Chair thanked the Service Manager for the comprehensive report and commented that he was confident that the Local Authority were complying with the 171 statutory Welsh Language Standards introduced by the Welsh Government under the Welsh Language (Wales) Measure 2011, whilst striving for improvement.

The Chair was pleased to note the range of initiatives undertaken by Council services and that the council had participated in various National events. The Chair spoke of the plethora of learning opportunities throughout RCT and referenced the front-facing roles within leisure facilities as an example of good practice.

The Cabinet Member for Development and Prosperity spoke positive of the report and noted that feedback from the Welsh Language Commissioner during the Council's annual meeting with their Standards Setting and Compliance Officer held in Quarter 3, was that 2022-2023 continues to be very positive in respect of the progress made in Rhondda Cynon Taf.

The Cabinet Member for Climate Change and Corporate Services took the opportunity to extend her gratitude to the Council's Welsh Language Tutor for extending lessons to catering staff.

Menter Iaith took the opportunity to speak of the Sport RCT Project, which he stated had been refreshing and positive. Menter Iaith praised the attitude of the team, young volunteers and staff; and advised that it was a model that Menter Iaith would like to develop further.

The Chair thanked participants for their contributions and the Welsh Language Cabinet Sub-Committee **RESOLVED:**

1. To note the content of the draft report;
2. To approve the draft report in order for a final version to be published on Rhondda Cynon Taf County Borough Council's website, and approve the distribution of the final report to each of the authority's offices that are open to the public by no later than 30 June 2023; and
3. To approve arrangements for publicising the fact that the final annual report has been published.

9 Urgent Business

With the permission of the Chair, Menter Iaith took the opportunity to speak of the upcoming Parti Ponty event, which would take place on the weekend of 12th May 2022.

Members were informed that to kick start the event, Parti Pwll Ponty would take place on the Friday and would see over 370 school children enter Pontypridd Lido for free to enjoy a range of activities and live music. The Saturday would begin with the Park Run and continue with live performances, food and drink

stalls and a plethora of activities for all ages.

Menter Iaith extended their gratitude to the Local Authority for its support and looked forward to developing the event further following the anticipated success of the 2024 Eisteddfod.

The Chair thanked Menter Iaith for sharing details of what would be a fantastic weekend, which would incorporate fun and a diverse range of activities into a Welsh learning environment.

This meeting closed at 3.42 pm

**Councillor R Lewis
Chair.**

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

WELSH LANGUAGE CABINET SUB COMMITTEE

17TH OCTOBER 2023

WELSH LANGUAGE CABINET SUB-COMMITTEE WORK PROGRAMME 2023-2024 MUNICIPAL YEAR.

REPORT OF THE SERVICE DIRECTOR, DEMOCRATIC SERVICES & COMMUNICATION IN DISCUSSION WITH THE RELEVANT CABINET MEMBER, COUNCILLOR R LEWIS

Author: Hannah Jones, Council Business Unit

1. PURPOSE OF THE REPORT

- 1.1 To comment and approve the proposed list of matters requiring consideration by the Welsh Language Cabinet Sub-Committee during the 2023-24 Municipal Year.

2. RECOMMENDATIONS

It is recommended that the Welsh Language Cabinet Sub-Committee:

- 2.1 Subject to any amendments, approve the Welsh Language Cabinet Sub-Committee Work Programme for the 2023-2024 Municipal Year, as attached as Appendix 1.

3. REASONS FOR RECOMMENDATIONS

- 3.1 To ensure an Authority-wide approach in the delivery of services through the medium of Welsh in accordance with the Welsh Language (Wales) 2011 Measure, specifically the Statutory Standards relating to the Welsh Language / Statutory Welsh Language Scheme.

4. BACKGROUND

- 4.1 At the Council's twenty-seventh Annual General Meeting held on 25th May 2022, the Leader announced his [Scheme of Delegation](#) for the 2022-2023 Municipal Year, whereby it was agreed that the former Steering Group would function as a Welsh Language Cabinet Sub-Committee and as such, the membership was revised to include Cabinet Member representation with voting rights to determine a matter.
- 4.2 The work programme is a rolling document for the 2023 - 2024 Municipal Year, to allow for regular updates and amendments. The work programme is attached as Appendix 1 to this report.

- 4.3 During the period outlined, the work programme may be subject to further change to consider business needs.

5. PROPOSED BUSINESS

- 5.1 It is proposed that the Welsh Language Cabinet Sub-Committee formally meet on two occasions during the 2023-2024 Municipal Year. Further meetings can be convened at the request of the Chair.

- 5.2 The Welsh Language Cabinet Sub-Committee will continue to monitor the Council's Welsh Language 5 Year Strategy and associated Action Plan.

- 5.3 Furthermore, to monitor the promotion of the Welsh Language across Council services, the Sub-Committee will receive information updates, when applicable, from various service areas. This will provide the Sub-Committee with a first-hand insight into the positive impact on the provision of services in Welsh for residents in Rhondda Cynon Taf.

6. CONSULTATION / INVOLVEMENT

- 6.1 The work programme has been compiled by members of the Senior Leadership Team in discussion with the Chair of the Welsh Language Cabinet Sub-Committee.

7. EQUALITY AND DIVERSITY IMPLICATIONS / SOCIO-ECONOMIC DUTY

- 7.1 An Equality Impact Assessment is not needed because the contents of the report are for information purposes only.

8. WELSH LANGUAGE IMPLICATIONS

- 8.1 A Welsh Language Impact Assessment is not needed because the contents of this report are for information purposes only.

9. FINANCIAL IMPLICATIONS

- 9.1 There are no financial implications aligned to this report.

10. LEGAL IMPLICATIONS OR LEGISLATION CONSIDERED

- 10.1 There are no legal implications aligned to this report.

11. LINKS TO THE COUNCILS CORPORATE PLAN / OTHER CORPORATE PRIORITIES.

- 11.1 The Welsh language is a cross-cutting theme in the Corporate Plan and underpins all corporate priorities as the Council is required to comply with

the amended Compliance Notice issued by the Welsh Language Commissioner in September 2016.

12. CONCLUSION

- 12.1 In order to play our part in the national vision of a million Welsh speakers by 2050, the Welsh Language Cabinet Sub-Committee has established a robust programme of work, to ensure an Authority-wide approach in the delivery of services through the medium of Welsh and to provide strategic direction in the implementation of the legislation.

LOCAL GOVERNMENT ACT 1972

AS AMENDED BY

THE LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

WELSH LANGUAGE CABINET SUB-COMMITTEE

17TH OCTOBER 2023

**REPORT OF THE SERVICE DIRECTOR, DEMOCRATIC SERVICES &
COMMUNICATION**



Welsh Language Cabinet Sub-Committee Work Programme

Forward plan of proposed Welsh Language Cabinet Sub-Committee Business for the 2023/24 Municipal Year

Specific Period: October 2023 – May 2024

N.B – The work programme is subject to change to take account of any additional / deletion of reports.

Contact: Hannah Jones (Tel No. 07385401954)

REPORT	MEETING DATE	RESPONSIBLE OFFICER	COMMENTS / STATUS
Draft Work Programme 2023-24	October 2023	Hannah Jones	
Improving the Council's Recruitment Process on Attracting Welsh-Speakers 2022-2027	October 2023	Steffan Gealy	
Welsh Language Compliance Report	May 2024	Steffan Gealy	
Information report: Welsh Language in Arts, Culture and Libraries	May 2024	Caroline O'Neill	



RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

WELSH LANGUAGE CABINET SUB-COMMITTEE

17 October 2023

**IMPROVING THE COUNCIL'S RECRUITMENT PROCESS ON
ATTRACTING WELSH-SPEAKERS 2022-2027**

**JOINT REPORT OF THE DIRECTOR OF PUBLIC HEALTH, PROTECTION,
AND COMMUNITY SERVICES AND THE DIRECTOR OF HUMAN
RESOURCES IN DISCUSSION WITH THE RELEVANT PORTFOLIO
HOLDERS CLLR RHYS LEWIS AND THE DEPUTY LEADER, CLLR
MAUREEN WEBBER**

AUTHOR(S): Richard Evans, Director of Human Resources
Louise Davies, Director of Public Health, Protection
and Community Services
Nicola Lewis, Head of Community and Welsh
Language Services
Steffan Gealy, Service Manager, Welsh Language
Services

1.0 PURPOSE OF THE REPORT

- 1.1 The main purpose of the report is to seek approval from the Welsh Language Cabinet Sub-committee for Human Resources staff and Welsh Language Services staff to start work on drafting an achievable and reasonable guaranteed interview scheme for Welsh-speakers Level 3 and above if they meet the vacancy essential criteria.
- 1.2 Introducing a guaranteed interview scheme is noted as an action in the Council's statutory 5-year strategy for promoting the Welsh language and its supporting action plan, as agreed by this Committee at meetings held on 25 October 2022 and 9 May 2023 respectively.

2.0 RECOMMENDATIONS

It's recommended that Members : -

- 2.1 Delegate to the Director of Human Resources and Welsh Language Service's Manager authority to draft an achievable and reasonable guaranteed interview scheme for Welsh-speakers Level 3 and above, subject to applicants meeting the vacancy essential criteria, in line with an agreed action noted in the Council's statutory strategy for the promotion of the Welsh language,
- 2.2. Subject to 2.1 above, delegate implementation decision to Service Directors for HR, PHP and Community Services, in consultation with the relevant Cabinet Members for Human Resources and Welsh Language Service.
- 2.3 Subject to 2.1 and 2.2 above, once the scheme is operational, to include a strapline on job advertisements highlighting the guaranteed interview scheme.
- 2.4 Agree that, once the scheme has been operational for a period of 12 months, a review is undertaken to measure the scheme's success.

3.0 REASONS FOR RECOMMENDATIONS

- 3.1 Rhondda Cynon Taf Council is legally obliged to comply with the Welsh Language Standards, which require us to provide services in Welsh. Our 5 year strategy targets us to increase the number of Welsh-speakers and services we provide.
- 3.2 Approval of the scheme would be in line with the Council's statutory 5-year strategy for promoting the Welsh language and its supporting action plan, as agreed by this Committee at meetings held on 25 October 2022 and 9 May 2023 respectively.
- 3.3 RCT Council have also agreed that the number of Welsh speaking staff in each service area competent enough to provide services to the public should mirror the percentage of RCT residents who speak Welsh according to each Census, which is currently 12.4%. [Level 3](#) is the minimum level accepted as being able to provide any meaningful service through the medium of Welsh.
- 3.3 The aim is that adopting a guaranteed interview scheme, (similar to the one already approved by the Council for our Veteran Community [click here](#)) will have a significant impact on efforts to increase the number of Welsh-speakers in our workforce, creating opportunities for Council staff and residents to use the Welsh language in their everyday lives.
- 3.4 The guaranteed interview scheme would provide the guarantee of an interview to those who meet the essential criteria set out in any job pack.

It would not however, guarantee employment, as selection procedures would ensure the best candidate for the job is appointed.

- 3.5 Adopting the scheme will complement and further strengthen the Council's new Human Resources Strategy 2023-2028 and the Council Workforce Plan 2023-2028.

4.0 BACKGROUND

- 4.1 On 25 October 2022 and 9 May 2023 respectively, this Committee, the Welsh Language Cabinet Sub Committee, approved a revised copy of the statutory Welsh Language Promotion Strategy (Appendix 1) as required under Standard 145 of the Compliance Notice issued to Rhondda Cynon Taf County Borough Council under Section 44 of the Welsh Language (Wales) Measure 2011 and its supporting Action Plan.
- 4.2 The strategy aligns with the new Welsh in Education Strategic Plan 2022-2032 so that the Council may play a central role in supporting the Welsh Government's aim of achieving a million Welsh-speakers by 2050.
- 4.3 This Strategy continues to focus on the three main national themes as set out by Welsh Government which are:
- Increasing the Number of Welsh Speakers;
 - Increasing the Use of Welsh; and,
 - Creating Favourable Conditions – infrastructure and context.
- 4.4 Currently only 7% of the Council workforce has Level 5 Welsh speaking ability, 2.2% at Level 4 and 2.1% at Level 3.
- 4.5 The Council's honourable efforts in increasing the number of its Welsh language staff via its policy of all Council posts being advertised as Welsh Language Level 1 essential with Level 2-5 as desirable (HR Policy 'Welsh Language Recruitment and Selection at Rhondda Cynon Taf – March 2018), has had a positive effect. Yet, the annual Service Self Evaluation returns suggest a very mixed picture on where the current capacity exists with managers consistently identifying the need to improve Welsh language capacity within their teams.
- 4.6 Improving the number of fluent Welsh-speakers within service areas will also possibly lessen the reliance on the Welsh Language Services' translation staff and the associated costs, especially with regards to the delivery of face-to-face services to the public.
- 4.7 Furthermore, the More than Words Strategy (the Welsh Government's strategic framework for Welsh language services in health, social services and social care) should also benefit from the scheme. The Council are subject to statutory requirements under the Strategy and

difficulties in the recruitment of staff with appropriate Welsh language skills is a common theme.

- 4.8. In addition, the implementation of the guaranteed interview scheme would have wider benefits for our potential future employees who reside in our area, giving a real added-value for maintaining the Welsh skills they would have gained in our education settings. It may also open RCT up to a group of candidates which may not otherwise consider RCT Council as a potential employer.

5.0 CURRENT SITUATION

- 5.1 During a seminar held in July 2023 facilitated by the Welsh Language Commissioner and the commercial law firm, Darwin Grey, it was emphasised that it's a legal requirement for Councils to have sufficient capacity of Welsh language skills to enable them to make provisions in Welsh in accordance with the Welsh language standards.
- 5.2. The main influence on the ability of organisations to provide appropriate Welsh language provision is the number of their staff who have Welsh language skills. Increasing the levels of staff with Welsh language skills is therefore imperative in order to comply with the requirements of the Welsh language standards
- 5.3 In a recent review by the Welsh Language Commissioner of public bodies subject to the legal requirements, it was noted that those public bodies were failing to attract fluent Welsh-speakers and failing to attract Welsh-speakers to fill certain types of posts.
- 5.4 One of the reasons identified which cause the above failures was a lack of applications from Welsh-speakers/ catchment demography, possibly due to lack of confidence with regards to Welsh-language skills or lack of Welsh-speaking applicants for specialist posts.
- 5.5 In its Assurance Report for 2021-22, 'Welsh as a way of working', the Welsh Language Commissioner "continues to believe that *no* fundamental change has occurred in planning and implementation in recruitment, assessment of Welsh language skills and development of workplace skills to improve organisations' compliance levels with the range of Welsh language standards as a whole.
- 5.6 In response, the Welsh Language Commissioner will therefore take steps and regulate this important strategic area when coming across failures and has issued a warning for public bodies to adopt adequate arrangements in terms of Welsh language recruitment.

- 5.7 The introduction of a guaranteed interview scheme may go some way to mitigating any risks for the Council, demonstrating to the Welsh Language Commissioner that, once again, Rhondda Cynon Taf Council is at the forefront of innovation with regards to the implementation of the Welsh Language Standards but also allowing both potential applicants and the Council to overcome any barriers to improved matters pertaining to recruitment and the Welsh language.

6.0 EQUALITY AND DIVERSITY IMPLICATIONS / SOCIO-ECONOMIC DUTY

- 6.1 The greatest constraint on the way in which language skills are addressed in an employment context is probably that set out in the Equality Act 2010. A provision, criterion or practice that inappropriately requires a person to have Welsh language skills as a condition of employment could contravene the Act by being an act of indirect discrimination. Generally, it is unlawful to discriminate against a person or persons on grounds of race. Race includes: colour, nationality, or ethnic or national origins. So for example, it could be claimed that requiring Welsh language skills is a contravention of the Equality Act 2010 on the basis that it would give people from a Welsh background an advantage over people from other national origins in a recruitment process or during employment. This is not necessarily the case but in any event the Act contains a key exception; if there are valid reasons associated with the post, which can be objectively justified, for advertising a vacancy with linguistic requirements then that does not constitute unlawful racial discrimination. Therefore, for example, applying a Welsh-language requirement in a job advertisement (essential or otherwise) is not unlawful discrimination, if doing so can be justified¹.

An Equalities Impact Assessment will be completed before any agreed scheme is implemented.

7.0 CONSULTATION

- 7.1 Trade Unions will need to be engaged in the development of any policy.

8.0 FINANCIAL IMPLICATIONS

- 8.1 There are no specific financial implications aligned to this report.

¹ Also notable is that case law has considered the protection of national origins within the United Kingdom and has concluded that the distinct origins of “the Welsh”, “the Scots” etc. are themselves likely to have protection under the Equality Act.

9.0 WELSH LANGUAGE IMPLICATIONS

- 9.1 A Welsh Language Impact Assessment will be completed before any agreed scheme is agreed.

10.0 LEGAL IMPLICATIONS AND LEGISLATION CONSIDERED

10.1 Welsh Language (Wales) Measure 2011 and Welsh Language Statutory Standards 2015 regulate this area of work. The strategy also links in with the More than Words Strategy (the Welsh Government's strategic framework for Welsh language services in health, social services and social care) and Welsh in Education Strategic Plans (under the School Standards and Organisation (Wales) Act 2013).

10.2 With specific regards to the Welsh Language (Wales) Measure 2011 and the Welsh Language Standards, the context for this proposal is:

- a. the official status of the Welsh language,
- b. clear statutory obligations requiring promotion of the Welsh language,
- c. the statutory principle that the Welsh language should be treated no less favourably than the English language,
- d. the fact that Welsh legislation is bilingual with the Welsh and English languages having equal status for all purposes, and
- e. the Council's requirement for increasing the number of Welsh speakers.

11.0 CONCLUSION

11.1 The introduction of a Guaranteed Interview Scheme will strengthen the Council's position regarding the statutory requirements regarding the Welsh language and delivery of services through the medium of Welsh and lower the risk with regards to any potential litigation.

11.2 In addition, the scheme will also benefit the Council as an employer through a potential wider selection of candidates who meet the essential criteria and have a large number of transferrable skills.

11.3 It's worth reiterating that the guaranteed interview scheme would only provide the guarantee of an interview to those who meet the essential criteria set out in any job pack. It would not guarantee employment, as selection procedures would ensure the best candidate for the job is appointed.