

Source & Select – Assessment Sift Matrix	RE-SS 1.23a
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Vacancy Name: Alternative Working Pattern Staff Officer (AWP SO)	Vacancy ID: IRC286576
Date: 26th January 2023 at 10am	Number of Applicants (Sift): 261

Eligibility Criterion 1: A minimum of 2 years’ demonstrable experience of effective leadership and communication, setting and prioritising goals to meet organisational business objectives;
AND
Eligibility Criterion 2: A minimum of 2 years’ demonstrable experience of managing the delivery of a quality service including identifying and implementing improvements to meet the requirements of a diverse range of customers.
AND
Eligibility Criterion 3: A minimum of 2 years’ demonstrable experience within the last 5 years of successfully leading and discharging management responsibilities within an organisation with a particular focus on operational delivery*.
AND
Eligibility Criterion 4: A minimum of 2 years’ demonstrable experience within the last 5 years of demonstrable experience of analysing and communicating information effectively to improve performance and assist and advise management decision making.
AND
Eligibility Criterion 5: A minimum of 2 years’ demonstrable experience within the last 5 years of demonstrable management experience of successfully working with and influencing key stakeholders** on the development and/or delivery of a major*** business reform or organisational change programme to meet business objectives in a customer focused environment.
Shortlisting Criterion 1: A minimum of 1 years’ experience of managing a customer service operational model with focus on achieving quality outcomes.

*Operational delivery is defined as the provision of daily front line services to the public

**Key stakeholders is defined as anyone who has an interest or is directly affected by the service you provide.

*** Major is defined as a complex, multi-faceted programme of work which involves reform aimed at bringing about strategic and/or operational change.

Applicant Reference	████	████	████	████	████	████	█	████	████	████	████	████
Eligibility Criterion 1	F	P	P	F	P	P	P	P	P	F	P	F
Eligibility Criterion 2	F	F	P	F	P	P	F	F	P	F	P	F
Eligibility Criterion 3	F	P	P	F	P	P	P	P	F	F	P	F
Eligibility Criterion 4	F	P	P	F	P	P	F	P	F	F	P	F
Eligibility Criterion 5	F	F	P	F	P	P	F	F	F	F	P	F
Eligibility Result	F	F	P	F	P	P	F	F	F	F	P	F
Shortlisting Criterion 1			P		P	P					P	
Shortlisting Result			P		P	P					P	

Applicant Reference												
Eligibility Criterion 1	F	P	P	P	P	F	F	P	P	F	P	P
Eligibility Criterion 2	F	P	P	P	P	F	F	P	F	F	P	F
Eligibility Criterion 3	F	P	P	P	P	F	F	P	P	P	P	F
Eligibility Criterion 4	F	P	P	P	F	F	F	P	P	F	P	F
Eligibility Criterion 5	F	P	P	P	P	F	F	P	F	P	P	F
Eligibility Result	F	P	P	P	F	F	F	P	F	F	P	F
Shortlisting Criterion 1		P	P	P				P			P	
Shortlisting Result		P	P	P				P			P	

Applicant Reference												
Eligibility Criterion 1	F	P	F	F	F	F	F	P	P	F	P	P
Eligibility Criterion 2	F	P	F	F	F	F	F	P	P	F	P	P
Eligibility Criterion 3	F	P	F	F	F	F	F	P	P	F	P	P
Eligibility Criterion 4	F	P	F	F	F	F	F	P	P	F	P	P
Eligibility Criterion 5	F	F	P	F	F	F	F	P	P	F	P	P
Eligibility Result	F	F	F	F	F	F	F	P	P	F	P	P
Shortlisting Criterion 1												
Shortlisting Result								P	P		P	P

Applicant Reference												
Eligibility Criterion 1	P	F	F	F	P	F	P	P	F	P	P	P
Eligibility Criterion 2	P	F	P	F	P	F	P	P	F	P	P	F
Eligibility Criterion 3	P	F	F	P	P	P	F	P	F	P	P	P
Eligibility Criterion 4	P	F	P	P	P	F	F	P	F	P	P	F
Eligibility Criterion 5	P	F	F	F	P	F	F	P	F	P	P	F
Eligibility Result	P	F	F	F	P	F	F	P	F	P	P	F
Shortlisting Criterion 1	P				P			P		P	P	
Shortlisting Result	P				P			P		P	P	

Applicant Reference												
Eligibility Criterion 1	P	P	P	P	P	F	F	P	F	F	F	F
Eligibility Criterion 2	P	P	P	F	P	F	F	F	F	F	F	F
Eligibility Criterion 3	P	P	P	F	P	P	F	F	F	F	F	F
Eligibility Criterion 4	P	P	P	F	F	P	P	P	F	F	F	F
Eligibility Criterion 5	P	P	P	F	F	P	F	F	F	F	F	F
Eligibility Result	P	P	P	F	F	F	F	F	F	F	F	F
Shortlisting Criterion 1	P	P	P									
Shortlisting Result	P	P	P									

Applicant Reference												
Eligibility Criterion 1	F	F	F	F	F	F	F	P	F	F	F	F
Eligibility Criterion 2	F	F	F	F	F	F	F	P	F	P	F	F
Eligibility Criterion 3	F	F	F	F	F	F	F	P	F	F	F	F
Eligibility Criterion 4	F	F	F	F	F	F	F	P	F	F	F	F
Eligibility Criterion 5	F	F	F	F	F	F	F	P	F	F	F	F
Eligibility Result	F	F	F	F	F	F	F	P	F	F	F	F
Shortlisting Criterion 1								P				
Shortlisting Result								P				

Applicant Reference												
Eligibility Criterion 1	P	F	P	F	F	F	F	F	P	P	P	F
Eligibility Criterion 2	F	F	P	F	F	F	F	P	F	P	F	F
Eligibility Criterion 3	P	F	P	F	F	F	F	F	F	P	P	F
Eligibility Criterion 4	P	F	P	F	F	F	F	F	F	P	P	F
Eligibility Criterion 5	F	F	P	F	F	F	F	F	F	F	F	F
Eligibility Result	F	F	P	F	F	F	F	F	F	F	F	F
Shortlisting Criterion 1			P									
Shortlisting Result			P									

Applicant Reference												
Eligibility Criterion 1	F	P	F	P	P	F	F	F	P	F	F	P
Eligibility Criterion 2	F	P	P	P	F	F	F	F	F	F	F	F
Eligibility Criterion 3	F	P	P	P	F	F	F	F	P	P	F	F
Eligibility Criterion 4	F	P	P	P	F	F	F	F	F	P	F	F
Eligibility Criterion 5	F	P	F	P	F	F	F	F	P	F	F	F
Eligibility Result	F	P	F	P	F	F	F	F	F	F	F	F
Shortlisting Criterion 1		P		P								
Shortlisting Result		P		P								

Applicant Reference												
Eligibility Criterion 1	F	F	P	P	P	P	P	F	F	P	F	P
Eligibility Criterion 2	F	F	F	P	P	P	P	F	P	P	F	P
Eligibility Criterion 3	F	F	F	P	P	P	P	F	P	P	F	P
Eligibility Criterion 4	F	F	P	P	P	P	P	P	P	P	F	P
Eligibility Criterion 5	F	F	F	P	P	P	P	F	F	P	F	P
Eligibility Result	F	F	F	P	P	P	P	F	F	P	F	P
Shortlisting Criterion 1				P	P	P	P			P		P
Shortlisting Result				P	P	P	P			P		P

Applicant Reference												
Eligibility Criterion 1	F	F	F	P	P	P	F	F	F	F	P	P
Eligibility Criterion 2	F	F	F	P	P	P	F	F	F	F	P	P
Eligibility Criterion 3	F	P	F	P	P	P	P	F	F	F	P	F
Eligibility Criterion 4	F	P	F	P	P	P	P	F	F	F	P	P
Eligibility Criterion 5	P	P	F	P	P	P	F	F	F	F	P	F
Eligibility Result	F	F	F	P	P	P	F	F	F	F	P	F
Shortlisting Criterion 1				P	P	P					P	
Shortlisting Result				P	P	P					P	

Applicant Reference												
Eligibility Criterion 1	P	P	F	F	F	F	P	F	F	F	F	F
Eligibility Criterion 2	F	F	F	P	F	F	F	F	P	F	F	F
Eligibility Criterion 3	P	F	F	F	F	F	F	F	F	F	F	F
Eligibility Criterion 4	F	P	F	F	F	F	F	F	F	F	F	F
Eligibility Criterion 5	F	P	F	F	F	F	P	F	F	F	F	F
Eligibility Result	F	F	F	F	F	F	F	F	F	F	F	F
Shortlisting Criterion 1												
Shortlisting Result												

Applicant Reference												
Eligibility Criterion 1	F	P	F	F	P	P	F	P	P	P	F	P
Eligibility Criterion 2	F	P	F	P	P	P	F	F	P	P	F	P
Eligibility Criterion 3	F	P	F	F	P	F	F	F	F	P	F	P
Eligibility Criterion 4	F	F	F	F	P	F	F	P	F	P	F	P
Eligibility Criterion 5	F	F	F	F	P	F	F	F	F	P	F	P
Eligibility Result	F	F	F	F	P	F	F	F	F	P	F	P
Shortlisting Criterion 1					P					P		P
Shortlisting Result					P					P		P

Applicant Reference												
Eligibility Criterion 1	P	P	P	F	F	P	P	P	P	P	P	P
Eligibility Criterion 2	P	P	F	F	F	F	P	P	P	P	P	P
Eligibility Criterion 3	P	P	P	F	F	F	P	P	P	P	P	F
Eligibility Criterion 4	P	P	F	F	F	F	P	F	P	P	P	F
Eligibility Criterion 5	P	P	F	F	F	F	P	F	P	P	F	F
Eligibility Result	P	P	F	F	F	F	P	F	P	P	F	F
Shortlisting Criterion 1	P	P					P		P	P		
Shortlisting Result	P	P					P		P	P		

Applicant Reference												
Eligibility Criterion 1	F	F	F	P	P	F	F	F	P	P	P	F
Eligibility Criterion 2	F	F	F	P	F	F	P	F	F	P	P	F
Eligibility Criterion 3	F	F	F	P	P	F	F	P	F	F	P	F
Eligibility Criterion 4	F	F	F	P	P	F	F	F	F	F	P	F
Eligibility Criterion 5	F	F	F	P	F	F	F	F	F	F	P	F
Eligibility Result	F	F	F	P	F	F	F	F	F	F	P	F
Shortlisting Criterion 1				F							P	
Shortlisting Result				F							P	

Applicant Reference												
Eligibility Criterion 1	P	F	P	P	F	F	F	F	P	F	P	F
Eligibility Criterion 2	P	P	F	P	F	F	F	F	F	F	F	F
Eligibility Criterion 3	P	P	F	P	F	F	F	F	F	F	P	F
Eligibility Criterion 4	P	P	F	P	F	F	F	F	F	F	F	F
Eligibility Criterion 5	P	P	F	P	F	F	F	F	F	F	F	F
Eligibility Result	P	F	F	P	F	F	F	F	F	F	F	F
Shortlisting Criterion 1	P			P								
Shortlisting Result	P			P								

Applicant Reference												
Eligibility Criterion 1	F	F	P	F	F	F	P	P	P	P	P	F
Eligibility Criterion 2	F	P	F	F	F	F	P	F	P	P	P	F
Eligibility Criterion 3	F	P	F	P	F	F	F	F	P	P	P	F
Eligibility Criterion 4	F	P	F	P	F	F	F	F	P	P	F	F
Eligibility Criterion 5	F	F	F	F	F	F	F	F	P	P	F	F
Eligibility Result	F	F	F	F	F	F	F	F	P	P	F	F
Shortlisting Criterion 1									P	P		
Shortlisting Result									P	P		

Applicant Reference	██████	██████	██████	██████	██████	██████	██████	██████	██████	██████	██████	██████
Eligibility Criterion 1	P	P	F	F	F	P	F	P	P	P	F	F
Eligibility Criterion 2	P	P	F	F	F	F	F	P	P	F	F	F
Eligibility Criterion 3	P	P	P	F	F	F	F	P	P	F	F	F
Eligibility Criterion 4	P	F	F	F	F	F	F	P	P	F	F	F
Eligibility Criterion 5	P	F	F	F	F	P	F	P	P	F	F	F
Eligibility Result	P	F	F	F	F	F	F	P	P	F	F	F
Shortlisting Criterion 1	P							P	P			
Shortlisting Result	P							P	P			

Applicant Reference												
Eligibility Criterion 1	P	P	P	F	P	P	F	P	P	P	F	F
Eligibility Criterion 2	P	P	F	F	P	F	F	P	P	F	P	P
Eligibility Criterion 3	P	P	P	F	P	P	F	P	P	F	P	F
Eligibility Criterion 4	P	P	P	F	P	P	F	P	P	P	F	F
Eligibility Criterion 5	P	P	P	F	P	F	F	P	P	P	F	F
Eligibility Result	P	P	F	F	P	F	F	P	P	F	F	F
Shortlisting Criterion 1	P	P			P			P	P			
Shortlisting Result	P	P			P			P	P			

Applicant Reference	██████	██████	████	██████	██████	██████	██████	██████	██████	██████	██████	██████
Eligibility Criterion 1	F	F	F	F	F	P	F	F	F	P	F	P
Eligibility Criterion 2	F	F	F	P	P	P	F	F	P	P	F	P
Eligibility Criterion 3	P	F	F	F	P	F	F	F	P	P	F	P
Eligibility Criterion 4	F	F	F	F	F	P	F	F	P	F	F	P
Eligibility Criterion 5	F	F	F	F	P	F	F	F	P	F	F	P
Eligibility Result	F	F	F	F	F	F	F	F	F	F	F	P
Shortlisting Criterion 1												P
Shortlisting Result												P

Applicant Reference	████	████	████	████	████	████	████	████	████	████	████	████
Eligibility Criterion 1	P	P	P	P	F	P	P	P	F	F	P	P
Eligibility Criterion 2	P	P	P	P	P	F	P	P	F	F	P	P
Eligibility Criterion 3	P	P	P	P	P	P	P	P	P	F	P	F
Eligibility Criterion 4	P	P	P	P	F	P	P	P	P	F	P	F
Eligibility Criterion 5	P	P	P	P	F	P	P	P	P	F	P	F
Eligibility Result	P	P	P	P	F	F	P	P	F	F	P	F
Shortlisting Criterion 1	P	P	P	P			P	P			P	
Shortlisting Result	P	P	P	P			P	P			P	

Applicant Reference	████	████	████	████	████	████	████	████	████	████	████	████
Eligibility Criterion 1	P	F	F	F	P	P	P	P	P	F	F	P
Eligibility Criterion 2	F	F	F	F	P	P	P	P	P	P	P	P
Eligibility Criterion 3	F	P	F	F	P	P	P	P	P	F	F	P
Eligibility Criterion 4	F	F	F	F	P	P	P	P	P	F	F	P
Eligibility Criterion 5	F	F	F	F	P	P	P	P	P	F	F	P
Eligibility Result	F	F	F	F	P	P	P	P	P	F	F	P
Shortlisting Criterion 1					P	P	P	P	P			P
Shortlisting Result					P	P	P	P	P			P

Applicant Reference	████	████	████	████	████	████	████	████	████
Eligibility Criterion 1	F	F	P	F	F	F	P	F	F
Eligibility Criterion 2	F	F	P	F	F	F	P	F	F
Eligibility Criterion 3	F	F	P	P	F	F	P	F	F
Eligibility Criterion 4	F	F	P	P	F	F	P	F	F
Eligibility Criterion 5	F	F	P	F	P	F	P	F	F
Eligibility Result	F	F	P	F	F	F	P	F	F
Shortlisting Criterion 1			P				P		
Shortlisting Result			P				P		

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
█	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
█	EC2	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
█	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
█	EC2	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
██████	EC2	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC4	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
██████	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC2	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
██████	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
██████	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
██████	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC2	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
██████	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
██████	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
██████	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
██████	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
██████	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC2	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
██████	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
██████	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
██████	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC2	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
██████	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
██████	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC2	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC2	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
██████	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC3	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC3	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC2	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
██████	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
██████	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
██████	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
██████	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
██████	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC2	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
██████	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
██████	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
██████	EC5	Candidate did not display sufficient evidence of criterion required
██████	SC1	Candidate did not display sufficient evidence of criterion required
██████	EC2	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
██████	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
██████	EC1	Candidate did not display sufficient evidence of criterion required
██████	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
██████	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC2	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
██████	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
██████	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
██████	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC2	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
██████	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
██████	EC2	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC2	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
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	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
██████	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
██████	EC3	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
██████	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
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	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
██████	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC2	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
██████	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC2	Candidate did not display sufficient evidence of criterion required
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	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required

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	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
██████	EC1	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required

APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
████	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
	EC3	Candidate did not display sufficient evidence of criterion required
	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required
████	EC1	Candidate did not display sufficient evidence of criterion required
	EC2	Candidate did not display sufficient evidence of criterion required
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APPLICANT REFERENCE	CRITERION	REASON FOR FAILURE
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	EC4	Candidate did not display sufficient evidence of criterion required
	EC5	Candidate did not display sufficient evidence of criterion required

Sift Quality Assurance

ELIGIBILITY	YES	NO	COMMENTS (IF ANY)
Have applicant's names and irrelevant personal details been withheld from the sift panel?	X		
Have the agreed eligibility criteria been applied and have no other factors been used?	X		
Have all applicants been given the same opportunity to demonstrate how they meet the criteria?	X		
SHORTLISTING			
Was shortlisting carried out?	X		
Have the agreed shortlisting criteria been applied in order of importance and have no other factors been used?	X		
Has the panel recorded its decisions and reasons as to how any applicant did not meet eligibility/shortlisting criteria?	X		

Conflict of Interest	Yes	No
<p><i>Are panel members aware of any potential conflict of interest at this stage?</i></p> <p><i>Please note should any potential conflict of interest arise this must be declared to HRConnect immediately, HRConnect will issue a Conflict of Interest Declaration Form to the Panel Member to provide information regarding the Conflict of Interest and the Form should be returned to HRConnect as soon as possible.</i></p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Sift Panel

Name: Austin Gribben

Signature:

Date:

Name: Maureen McLarnon

Signature:

Date:

Name: John Bailie

Signature:

Date: