



CONFIDENTIAL

APPLICATION FOR EMPLOYMENT

Norman Piette Ltd. is committed to achieving a working environment which provides equality of opportunity, and freedom from discrimination on the grounds of race, colour, nationality, ethnic origin, gender, marital status, disability, religious or political beliefs, age, sexual orientation or offending background.

Please read the following instructions for completion of this form before you start.

If you have any queries regarding the content or completion of the form, or if you are unsure of the meaning of something, please contact:

Human Resources Department. tel: 01481 **245801** or e-mail: **humanresources@np-group.com**.

- Complete the form fully and accurately. Please answer the questions clearly using BLOCK CAPITALS. If a question does not apply to you write "Not Applicable". Do not leave any section blank and only enter information you know to be correct.
- If you have insufficient space please continue on a separate sheet and attach it to your form.
- Please remember to sign the declaration at the end of the form to certify that all the information given is correct.
- Information provided by you on this application form may be copied for use during the recruitment procedure. If you are unsuccessful and not offered an appointment then the application form and any other data that has been processed will be held in accordance with the principles of the data protection legislation. If you are the successful candidate, relevant information may be taken from this form and used as part of your personnel record.
- Data Protection: The form may request personal and sensitive data as defined by the Data Protection (Bailiwick of Guernsey) Law 2017. This data has been requested by the NP Group exclusively for the purpose of recruitment. The NP Group will protect any information disclosed within this form and ensure it is not passed to anyone who is not authorised to have this information. To view our Privacy Policy please visit norman-piette.com/downloads.

We do not disclose your information outside the Group, except:

- Where we have your consent;
- Where we are permitted to do so by law

Procedure following application

- Shortlisting will take place as soon as possible after the closing date.
- If you have been shortlisted we will contact you to arrange the interview.
- Applicants who are not shortlisted will be advised in writing.
- References for shortlisted applications are sought as soon as possible after interview, unless indicated to the contrary on the application form. All appointments are conditional upon receipt of satisfactory references.
- Applicants will be advised of the outcome of their application as soon as practicable after the interview.

Application for the position of:

Where did you hear about the vacancy?

If you have been introduced by an existing
member of staff, please state their name:

Personal Details

Surname:

First name:

Home address:

Postcode:

Email address:

Telephone numbers we may contact you on.

Home:

Mobile:

Date of Birth:

Do you hold a current driving licence?
(If applicable to position)

Yes

No

Do you have a valid Right to Work Document?

Yes

No

What is your Guernsey Housing Status? Local

Licence Holder

Open Market

Other

Secondary Education

Schools attended	Dates attended		Qualification(s)/grade(s) obtained Include examinations to be taken/grades awaited
	From	To	

Further Education

Establishment attended	Dates attended		Qualification(s)/grade(s) obtained Include examinations to be taken/grades awaited
	From	To	

Training and Development

Include in-house training courses, technical, professional and specialist training together with qualifications obtained

Courses attended and Dates	Courses attended and Dates

Professional Qualifications

Body/Organisation	Qualification	Dates attended	Membership Number

Should you be successful you may be asked to provide evidence of any relevant qualification gained



Present or Most Recent Employment

Employer name:

Employer address:

Postcode:

Dates of Employment: From To

Job Title

Previous Employment

Dates attended		Post	Brief description of duties
From	To		



Statement in support of your application

Please use this section to state your reasons for applying for this post. Outline the skills & experience you have gained, either in paid work, unpaid / voluntary work, work at home, through your studies, through your leisure activities, which you think are relevant to the job for which you are applying, and which you believe makes you suitable for the post. Be sure to include relevant achievements.

References

Referee 1 name:

Address:

Telephone:

Referee 2 name:

Address:

Telephone:

Can references be taken up now with Referee 1?	Yes	No
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Can references be taken up now with Referee 2?	Yes	No
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All references will be destroyed at the end of the selection procedure.



Confidential Personal Information

Are you related to any member of staff within the NP Group?	Yes	No
If yes, please give details		

Name: _____	Relationship: _____
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If you are invited to attend for interview, do you require any special facilities to allow you to do so? (i.e. access to and within the workplace)	Yes	No
If yes, please give details		

Have you any health problems which might interfere with you carrying out any element of the job for which you are applying?	Yes	No
If yes, please give details		

Have you ever been convicted of an offence in the British Isles or any other jurisdiction that has not been legally spent under an appropriate Rehabilitation of Offenders Act?	Yes	No
If yes, please give details		

NB: Answering “yes” to the above questions may not automatically exclude you from employment with the company

If employed, how many days sick leave have you had in the last 12 months?

Please add any other personal information you consider relevant to your application.

**Declaration**

I confirm that all the information given in this application is correct to the best of my knowledge, that all the questions related to me have been accurately and fully answered and that I am in possession of the qualifications I claim to hold. I understand that any omission or falsification may be considered sufficient cause for rejection or, if employed, may render me liable for dismissal.

I give my consent for Norman Piette Ltd. to record, process and validate my personal information and sensitive personal data in line with the Data Protection (Bailiwick of Guernsey) 2017 and all other legislative provisions. My consent is conditional upon Norman Piette Ltd. complying with its legal duties and obligations relating to the recording and use of this information.

Signature of Applicant

Date
