



# JobPath

A future inquiry in the making.







# **A Visual Presentation On Behalf Of The Public.**

**Dail Committee Talking Points  
17<sup>th</sup> January 2019**

**Speaker:  
Jeff Rudd**

An aerial photograph of Ireland is shown on the left side of the slide. The land is green with some brown patches, and the surrounding water is dark blue. The text 'A State Of New, Modern, Hidden Abuses.' is overlaid on the map in a white, bold, sans-serif font with a black outline.

**A State  
Of New,  
Modern,  
Hidden  
Abuses.**



# The Path to JobPath



1

## The Downturn

Economy of Ireland tanks.  
Property prices fall.  
People stop spending.

2

## The Bank Bailout

Loans pulled in at far  
larger rate. Less cashflow  
between institutions.

3

## The Memorandum

IMF Memo' of Understanding  
Signed by Fianna Fail & Green  
Party. "Job Activation". Troika.

4

## The Fine Detail

Did anyone get a democratic  
vote on all of this? Private  
Institutions installing acts.



# Memo' Of Understanding

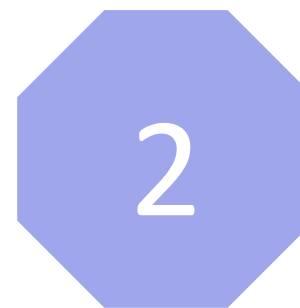
## - Structure Reforms –

(Page 24/25 – section 3)



### Movement & money

To facilitate adjustment in the labour market. **Reduce** by €1.00 per hour the current national minimum wage.



### Long-term unemployment

The government will reform the unemployment benefit system in such a way as to provide **incentives** for an early exit from unemployment.



### Save money

This reform of unemployment and social assistance benefits will be part of overall reforms in the welfare system designed to reach **budgetary savings** of €750m in 2011.



### Strengthening activation measures

1. The introduction of instruments to better identify of job seekers' needs ("**profiling**") and increased engagement.



### Big Brother?

2. A more effective **monitoring** of jobseekers' activities with regular **evidence-based** reports;



### Marketing

The application of **sanction** mechanisms for beneficiaries not complying with job-search conditionality and recommendations for participation in labour market programmes set in such a way as to **imply an effective loss of income** without being **perceived as excessively penalising** so that it could credibly be used whenever lack of compliance is **ascertained**.

\* The words above are from the Memo of Understanding. Not even UP's words or view.



Dublin, December 3, 2010

Mr. Dominique Strauss-Kahn  
Managing Director  
International Monetary Fund  
Washington, DC 20431

Dear Mr. Strauss-Kahn:

Sincerely,

/s/

---

Brian Lenihan  
Minister for Finance

/s/

---

Patrick Honohan  
Governor of the Central Bank of Ireland

“Legislative measures should come into effect by May 2011”



## JobPath

### JobPath – Employment Activation Programme

JobPath is an approach to employment activation which caters mainly for people who are long-term unemployed (over 12 months) to assist them to secure and sustain full-time paid employment or self-employment.

Following the completion of a public procurement process, contracts to deliver JobPath were signed with two companies – Seetec Limited and Turas Nua Limited. These companies are providing JobPath services in two contract areas that are based on the Department's divisional structure.

- › Seetec - West; Midlands North; North East; North West, Dublin Central; Dublin North; Dublin South.
- › Turas Nua – Cork Central; South East; Mid-Leinster, Mid-West; South West; Midlands South.

Information on Seetec is available at [www.seetec.ie](http://www.seetec.ie)

Information on Turas Nua is available at [www.turasnua.ie](http://www.turasnua.ie)

The roll-out of JobPath began on the 20th July 2015. The service is being delivered through a network of offices and outreach locations in:

Arklow, Athlone, Athy, Ballina, Ballinasloe, Ballyshannon, Bandon, Bantry, Belmullet, Birr, Bray, Buncrana, Cahirciveen, Carlow Town, Carraroe, Carrickmacross, Carrick-on-Shannon, Castlebar, Castlerea, Cavan Town, Clifden, Clonakilty, Clonmel, Cork City, Dingle, Donegal Town, Drogheda, Dundalk, Dunfanaghy, Dungarvan, Dungloe, Edenderry, Ennis, Enniscorthy, Fermoy, Galway City, Gorey, Kells, Kenmare, Kilkenny City, Killarney, Kilrush, Killybegs, Kinsale, Letterkenny, Limerick City, Listowel, Longford, Loughrea, Macroom, Mallow, Manorhamilton, Maynooth, Midleton, Monaghan Town, Mullingar, Naas, Navan, Nenagh, Newcastlewest, New Ross, Portlaoise, Roscommon, Roscrea, Skibbereen, Sligo City, Thomastown, Thurles, Tipperary Town, Tralee, Trim, Tuam, Tubbercurry, Tullamore, Waterford City, Wexford Town, Wicklow. DUBLIN: Amiens Street, Balbriggan, Ballyfermot, Ballymun, Bishop's Square, Blanchardstown, Clondalkin, Coolock, Dun Laoghaire, Finglas, Navan Road, Swords, Tallaght.

# JobPath – What is it?

- The official PR.
- Read detail?
- Abroad.
- Why?



# Random Selected? Really?

Page sixty-three (appendix 3) of the state tender document available to business applicants avowed:

*Subsection 1. “In conjunction with the Economic and Social Research Institute (ESRI) the Department of Social Protection developed a Client profiling model to classify people on the Live Register...”*

*Subsection 2. “The profiling system uses a set of characteristics, combined with coefficients reflecting their relative importance, to statistically calculate the probability of a person, who recently became unemployed, exiting the register of unemployed (the Live Register - LR) to employment within twelve (12) months.*

*The characteristics within the profile model include information that would have traditionally been gathered as part of the welfare payment claim process and additional information that is currently gathered as an addition to that process. The characteristics include:- Gender; Age; Marital status; Spousal income; Children; Motivation; Access to transport; Education; Literacy/ numeracy issues; Number of claims; Unemployment history; Employment history; Proficiency in English language; Location; Perception of health; Payment type.*

*Based on a person’s individual characteristics, a Probability of Exit from the LR or “PEX” score is calculated for each person. The PEX indicates the probability of that person exiting the LR within twelve (12) months. The PEX scores facilitate the segmentation of the Client database into bands. Currently, bands of Low, Medium and High are used.” (Their words – not UnitedPeople’s)*

***Individuals can be selected for activation based on their PEX score.***





# Secret Profiling.

For any JobPath employee or otherwise, to state people were “*random selected*” – and they have done so – is **inaccurate lies** being told to citizens of Ireland. The state has secretly been using a quiet profiling system. In this case, in order to then bully the people they want, out to Seetec and Turas Nua (and their fronts)

On page sixty-four (section 3) of the same 2013 tender document, comes the following:

## **Extending to Long-Term Unemployed**

*“Client profiling was rolled out to the Department’s Local and Branch Offices between 2012 and 2013. New claimants are now profiled nationwide. However, those who have been on the Live Register for some time have not passed through the PEX profiling system. Work on profiling these jobseekers is currently underway. A profiling model has been developed with the ESRI, using administrative data only (i.e. data already stored within the Department). This model generates a score similar to the PEX score that indicates a person’s distance from the Labour Market (LMD). This LMD score, like the PEX score, will be used to segment the Live Register Client database into Low, Medium and High categories.”*





# Show Us The Money!

10.2 - Successful Tenderers will be paid “Job Sustainment Fees” for those Clients whom they assist to secure and remain in full-time employment, including self-employment, for each complete period of thirteen (13), twenty six (26), thirty nine (39) and fifty two (52) weeks.

**Up to March 2018 - €150+ Million.**

**€56 Million just from signatures. No work yet!**





# Sign on the dotted line please. ...Or else!

- The now infamous letter.
- Advice?
- Job search supports?
- Work experience into account?
- Education/training chances?
- “Invited” or pressganged?  
Don't lie to us. Don't treat us all as stupid.
- Quiet add-on to S.W. agreement.

An Roinn Coimirce Sóisialaí  
Department of Social Protection

Guild Building  
Cork Street, Dublin 8

NOTICE TO ATTEND INFORMATION SESSION

[Redacted] PPSN [Redacted]

Swords  
Co Dublin

Date 05/09/2016

Dear Ms [Redacted]

The Department of Social Protection helps jobseekers to secure work by providing employment advice, job search supports, access to work experience and further education/training opportunities.

We are pleased to inform you that you have been allocated a personal Employment Advisor to work with you to help you avail of these services. You are invited to attend an information session along with other jobseekers at the date and time shown below (this session may last for up to 3 hours).

Date:	12/09/2016	Start Time: 10:00:00
Location:	Seetec Jobpath Swords 2nd Floor, South Colonnade Forsters Way, Swords Plaza Swords Co. Dublin	

The purpose of the meeting is to explain how the personal advisory service, which we are calling **JobPath**, will work, to provide details of the supports available to you and to allow you to ask questions about the service.

You will meet representatives from **Seetec Employment and Skills Ireland**, a company contracted to deliver JobPath on behalf of the Department of Social Protection. You will be invited to an individual meeting with an Employment Advisor from the company to discuss your employment objectives, to identify any supports needed to achieve your employment goal and to develop a Personal Progression Plan.

As you know all jobseekers in receipt of a jobseeker payment are required to avail of any opportunity to improve their employment prospects and are expected to take up any offers of support including offers of group and individual meetings and any subsequent offers of training, education and development opportunities. Accordingly any refusal or failure, without good cause, to attend this information session or to subsequently participate in JobPath may result in your jobseeker payment being reduced.

If you are unable to attend or if you have any additional support needs you must contact **Seetec Employment and Skills Ireland** as soon as possible on **FREEPHONE: 1800 844 250**

On behalf of the Department of Social Protection we look forward to seeing you.

Yours sincerely,

07/09/2016



# In order to qualify for a social welfare payment. The add-on.

1

The requirement to be available for work.

2

*The requirement to be capable for work.*

3

*To be genuinely seeking full-time work.*

4

*Willing to dump part-time work, Jobsclub, CE schemes, education & more.*







Nowhere in this document does it say that you are awarding – by signing - the private company rights to further contact you and more, including P.O.A.

If they say they say they have those rights already, note that (a) why need a persons signature to give them these rights as seen in the section to be signed and (b) as they are not legally operating a “public service”, standard commercial laws apply!

These means that the right for the JobPath private companies to demand more personal data is also not backed up in the Social Welfare Acts as much as they try claim it does.

## **PARTICIPATION REQUIREMENTS**

You are required to actively commit to job-search and other employment or education and training activities detailed in your Personal Progression Plan which you will agree with the Seetec Employment Adviser.

If you do not participate in required activities, your Jobseeker's Payment may be reduced or stopped completely by the Department of Social Protection.

You are required to cooperate with Seetec in its efforts to arrange employment, training or education opportunities, typically this will mean attending the Seetec centre once or twice per week. Additionally your Seetec Employment Adviser may contact you by letter, phone or email to arrange additional meetings, activites and to seek updates on any agreed actions.

### **Programme Duration**

The programme is for 52 weeks from the date of your first appointment. When you move into work we will keep in touch with you for the remainder of the 52 weeks or beyond. This contact schedule and the type of support will be discussed with you when you start work.

### **What about my current routine?**

At the moment you will no doubt have a daily or weekly routine. We understand that in order to attend JobPath, and keep your full entitlement to jobseeker payment, you may need to make changes to this routine which you may find challenging to start with.

### **What support can I expect?**

We are here to support you throughout this period. Our staff will be welcoming, professional and knowledgeable, and will answer any questions that you may have.

We will continue to support you with any advice and guidance you may need once you have begun your new job, helping you to make the most of your new working life.



### **STORING PERSONAL INFORMATION**

In accordance with the Data Protection Act 1988 and 2003, any information that is given to Seetec, or obtained by them, may be recorded on a computer database to assist record keeping and be used for analytical purposes.

### **GRIEVANCE/COMPLAINTS PROCEDURE**

If you are unhappy with any part of the service please let us know. We aim to provide all clients with a high level of service and want to know if you are unhappy, so that we can put things right.

Tell a member of staff of the problem and they will try to resolve it as quickly as possible. They will discuss your concerns with you and if unable to resolve the issue themselves they will pass the issue to a relevant manager.

### **COMPLAINTS**

If you feel the manager has not resolved the issue to your satisfaction then please put your concerns in writing to the Seetec Customer Service Manager at the address below. At this point your grievance will become a complaint, you will receive an acknowledgment letter within 3 days. Your complaint will be investigated and a formal written response will be provided, normally within 15 days. Where a complaint remains unresolved, it may be referred to the Department of Social Protection.

**Seetec Employment & Skills Ireland**  
**Head Office**  
**15 Harcourt Street**  
**Dublin 2.**

complaints@seetec.ie  
www.seetec.ie

1. Please take your time to read the fully clear, detailed info about I.T. usage.
2. Please note the detailed multi-step appeal procedures they explain.
3. Please note the address at the bottom so that you can send any correspondence.
4. “Public Service” – National Ombudsman.



1. Participation requirements?
2. "CV" = Personal Data.
3. To who? Permission?
4. How will they store?
5. Where will they store?
6. How will they use?
7. Had the main points explained?

### STORING PERSONAL INFORMATION

In accordance with the Data Protection Act 1988 and 2003, any information that is given to Seetec, or obtained by them, may be recorded on a computer database to assist record keeping and be used for analytical purposes.

8. Legal aspects of signing...

### SEETEC CLIENT CONFIRMATION

I confirm that I:

- have had the participation requirements of the JobPath programme explained to me
- agree that Seetec can distribute my CV via email for the purpose of applying for and securing interviews and employment
- have had the main points of the following Seetec Policies explained to me and know how to find out more information:
  - Equality & Diversity
  - Health & Safety
  - Grievance/Complaints
  - How Seetec will store and use my personal information

Signed:.....

Print name:.....

Date:.....



# Digital Signing.

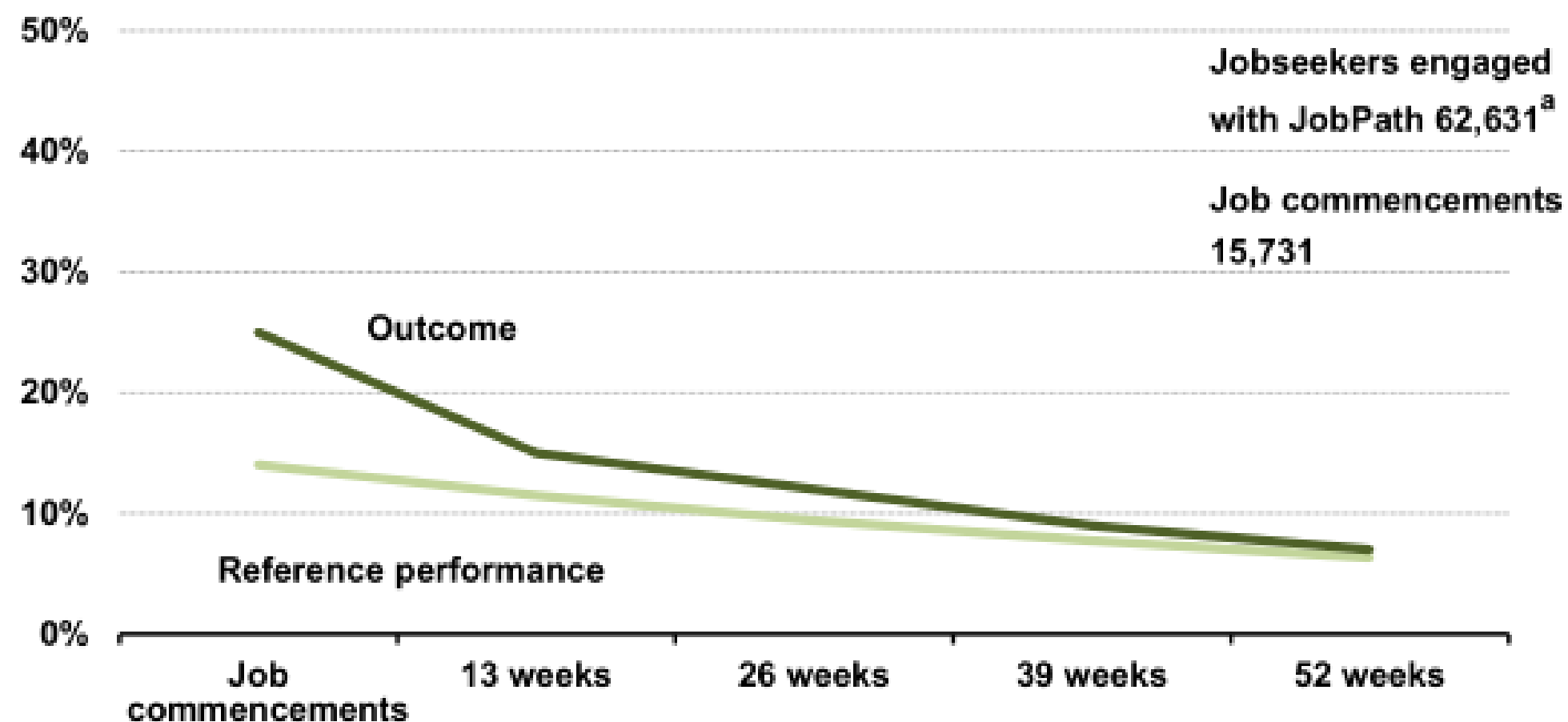
1. Before signing in, was the full legal (inc' rights) ramifications fully explained to everyone?
2. By signing, you're recognizing their authority.
3. Log in, you're admitting you now a client.
4. Refuse to sign your name? Sanction!
5. Ask for letter confirmation that by signing, you are not contracting?  
Threat of sanction. No letter.
6. You are "Uncooperative".
7. The copying of digital signatures'.





# The 7% Success Lie.

**Figure 12.5 Overall outcome at March 2018 compared to reference performance rates, for referrals from July 2015 to December 2016**



Source: Department of Employment Affairs and Social Protection. Analysis by Office of the Comptroller and Auditor General.

The people that remain in their full-time jobs after a year drops to 7% officially – but even this is not the real number.

Turas Nua = 14%

Seetec = 19%


...Of the 18% that do leave with full-time work after the end of their 52 week entrapment.

Of the less than 7%, many have genuine reasons for leaving.

1. The vast majority are not just too lazy to get up in mornings and
2. Many of them are professional, semi-skilled and are experienced tradesmen.

However, its just far easier for PR reasons, to defame them all in one swoop, in order to espouse a poor excuse for the low percentage!



A close-up photograph of a person's hand holding a black pen, poised to sign a document. The document has the word "CONTRACT" printed in large, bold, capital letters. The background is slightly blurred, showing a wooden desk and a dark suit sleeve.

*Client Registration Fee – on initial completion of  
Personal Progression Plan (PPP)*

*Job Sustainment Fee (13 Weeks)*

*Job Sustainment Fee (26 Weeks)*

*Job Sustainment Fee (39 Weeks)*

*Job Sustainment Fee (52 Weeks)*

*You gain a job? Any job. They in the money!*

**SIGN-UP SIGNATURES MEANS  
MONEY – MORE OF IT!**

**As of March' 2018, €58.3 Million from  
signatures alone. No work done yet.**





# Show Me The Money!

**Figure 12.8 Fees paid to contractors, July 2015 to March 2018**

	Fee payment triggers		Total fees
	Registration	Job sustainment	
	€m	€m	€m
2015	1.2	—	1.2
2016	22.5	2.7	25.2
2017	27.2	30.2	57.4
2018	7.4	17.6	25.0
<b>Total</b>	<b>58.3</b>	<b>50.5</b>	<b>108.8</b>

Source: Department of Employment Affairs and Social Protection. Analysis by Office of the Comptroller and Auditor General.

The €3,718 price tag on everyone's head. Three years just to obtain this Euro figure.

The 15% company perk for signatures = €58.3 Million Euro up to March 2018.

The total cost so far to January 2019, now approaching €200+ Million Euro.

**For what? A LESS than 7% result? For many abuses including assaults, bullying, possible fraud and more? Good responsible use of taxpayer money?**



**Figure 12.7 Analysis of referrals cancelled, July 2015 to March 2018**

Reason recorded for cancellation	Before commencement with service		After commencement with service		Total	
	Number	%	Number	%	Number	%
Commenced on welfare scheme	5,396	34.7%	8,892	62.6%	14,288	48.0%
Not yet ready for JobPath	4,366	28.0%	677	4.8%	5,043	16.9%
Commenced employment	2,359	15.1%	409	2.9%	2,768	9.3%
Claim no longer in payment	1,480	9.5%	1,029	7.2%	2,509	8.4%
Further education or training	1,392	8.9%	2,625	18.5%	4,017	13.5%
Other	585	3.8%	575	4.0%	1,160	3.9%
<b>Total</b>	<b>15,578</b>	<b>100%</b>	<b>14,207</b>	<b>100%</b>	<b>29,785</b>	<b>100%</b>

Source: Department of Employment Affairs and Social Protection

**12.39** A further one-third of the claims found invalid were not supported by Revenue job commencement employment data. The Department has stated that a significant number of job commencements are not notified to the Revenue Commissioners by employers in a timely manner and, as a result a significant number of claims are found invalid on initial verification. Where a claim is disallowed, it may subsequently be presented for payment once the criteria are met e.g. when Revenue data becomes available and supports the claim.

**12.41** Onsite inspections of contractors commenced in 2016. Up to June 2018, a total of 62 inspections had been undertaken, 31 in respect of each contractor. The proportion of un-notified inspections undertaken increased from 15% in 2016 to 73% in 2018.

**Figure 12.8 Fees paid to contractors, July 2015 to March 2018**

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Source: Department of Employment Affairs and Social Protection. Analysis by Office of the Comptroller and Auditor General.

### **Verification of claims for payment**

**12.36** An audit review of a sample of 25 claims from each contractor concluded that the claims for payments were validly supported by evidence of performance having been achieved.

### **Validation**

**12.37** Each contractor submits a list of jobseekers that have completed a PPP or have sustained a job for a period of time equal to or exceeding a milestone period (of 13, 26, 39 or 52 weeks). Once the Department has validated the cases on the listing, by establishing that the criteria for payment have been met, the contractor may submit a claim for payment.

**12.38** During the validation process for some 50,000 claims for job sustainment fees submitted in the period July 2015 to March 2018, the Department found a total of 10,000 claims (20%) to be invalid (see Figure 12.10). Over half of the claims found invalid were due to the jobseeker also being in receipt of an income support payment.



# The Questions NOT Asked – And Why Not?

1. Has the state checked how the JobPath firm obtained the workers full-timer data?
2. Has the state checked the signatures on the JobPath bonus claim forms for any exact copying?
3. Has the state checked with full-timers, to see if they actually filled in any forms against their will?
4. Has the state checked if the full-timers were bullied or bribed into giving any employer info?
5. Has the state checked with employers, to see if they feel harassed by JobPath companies?
6. Has the state collected the genuine reasons why so many drop out of full-time employment?
7. Has the state bothered to take into account that giving someone else's data away, could be not only an invasion of privacy of another legal entity but also breaking Irish/GDPR regulations?
8. Has the state taken into account the export of Irish citizens data to UK servers and the legal implication of this?  
If so, why is this not told to 'clients' ? If not, why not?
9. Why isn't it made clear that private companies are not operating a legal "public service" and as such, normal commerce laws apply in regard to being able to make data demands with direct/hints of financial threats?
10. Why isn't the pressganged 'clients' of JobPath not told they are agreeing to sign many rights over to a private company?
11. Why is the pressganged 'clients' of JobPath not told fully what exact rights (including POA) they are transferring to a private company?
12. Why isn't the pressganged 'clients' of JobPath not told, that giving someone's else's information away, that will then be put on a data base, could be breaking Irish/GDPR regulations?
13. Why are many 'clients' state/JobPath bullied into giving others info away without express permission gained?



# Computer Stupidity

Users when they given their access code to the Seetec software system, have been told they must use their date of birth as their entry password.

To use a person's date of birth as their entry password, is **completely stupid**. A hacker of experience or training, can easily crack into any weak system.

As Seetec have set it up, they thus have any time access to your entered info/text you shared to others!

To login in to ELVIS you need to use your Seetec username and password.

Don't know what that is? Your username is your learner number with a lowercase L in front (e.g. l123456) and your password will be your date of birth in this format; DDMMYYYY





# Charges...

“Uncooperative”

“Negative”

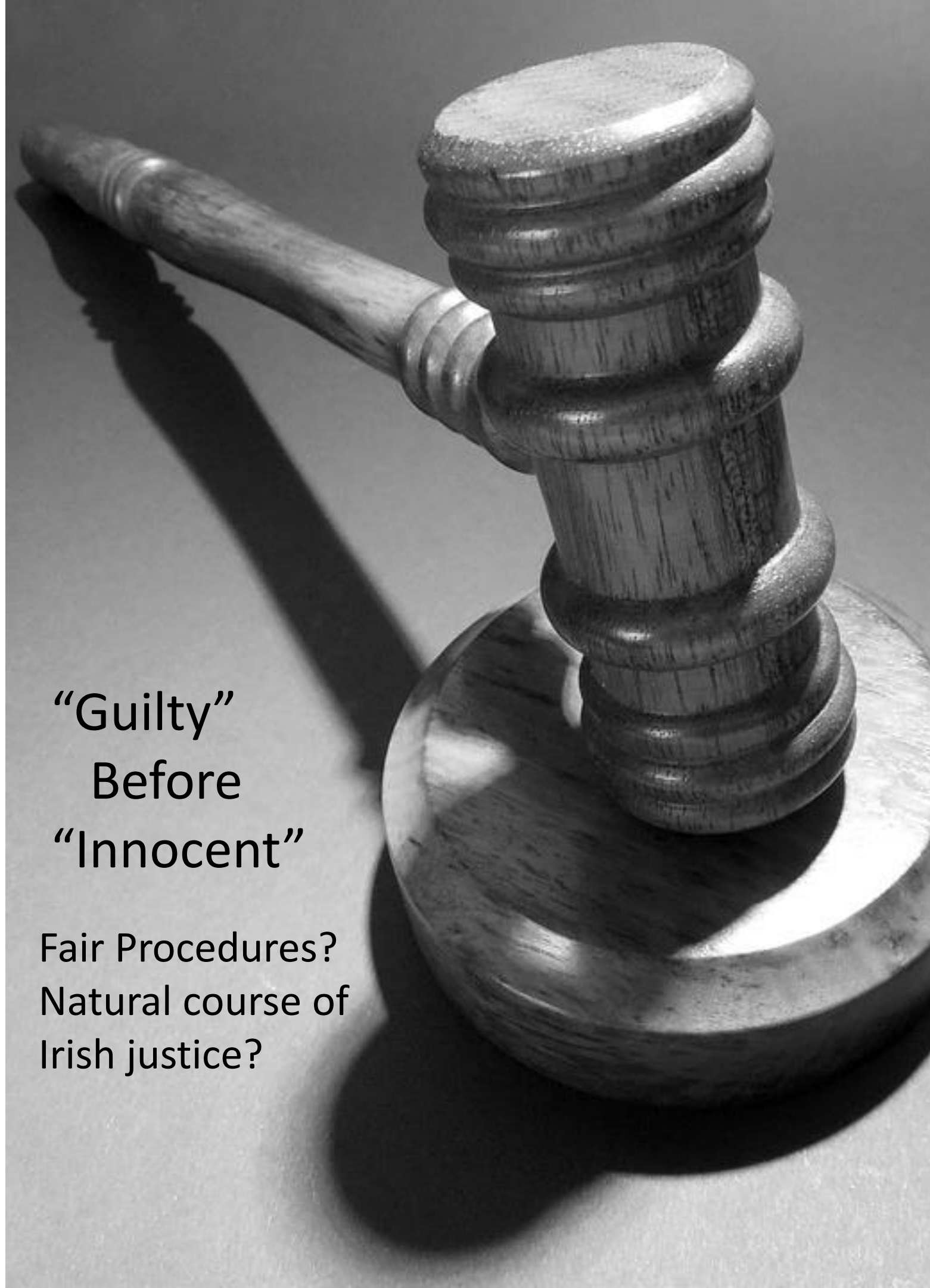
“Aggressive”

“Unfriendly”

“Poor Attitude”

“Guilty”  
Before  
“Innocent”

Fair Procedures?  
Natural course of  
Irish justice?



Before appeals are either heard or an official end decision has been reached, people have had their money cut off in part or completely.

## Social Welfare Act 2010

In reality, a social welfare office would be told that (a) someone didn't turn up or (b) refused to sign a private company contract or (c) a Seetec or Turas Nua employee acted as judge and jury, deeming someone in their view to be “*uncooperative*”.



# The Law Is The Law...

*“Deciding Officers are bound by the legal provisions and are required to make independent judgements on the application of the law.”*

There is a small percentage of people in Ireland what will claim *“They should have signed the JobPath contract. Victims deserve what they get”*. (Or in some cases, eventually didn’t get – their benefits!)

This claim completely shows a lack of comprehension to ‘a bigger picture’. The law to be fair, has to be applied equally.

There is a fundamental moral and legal, long established state understanding that no one citizen should be coerced, threatened or blackmailed into signing anything they don’t wish to – **including a private contract with a private company!**





# Question

REQUEST FOR TENDERS by the Department of Social Protection for the Provision of Employment Services (“JobPath”)

2.2 (Page 30) For the purposes of JobPath, full-time employment and self-employment is defined as employment of at least thirty (30) hours work per week and which *disqualifies the Client concerned from any entitlement to a jobseeker related income support payment from the State (“Employment”)*. For the avoidance of doubt Family Income Supplement (FIS) is not considered a jobseeker related income support payment for the purpose of this section. *Back to Work Enterprise Allowance and Part Time Job Incentive payments are, however, considered jobseeker related income support payments. For the purpose of this section the thirty (30) hours requirement may be averaged over a four (4) week period. However, during this period the employee must not be entitled to any jobseeker-related income support payment from the State.*

• • •

**Before they quickly got you to sign on a dotted line or sign-in, did they explain any of this at all to you too?**

**Loss Of Benefits. 30 Hours limit.**



## 3 Step Rule.

### REQUEST FOR TENDERS BY THE DEPARTMENT OF SOCIAL PROTECTION FOR THE PROVISION OF EMPLOYMENT SERVICES (“JOBPATH”)

#### 3.3 Operational Principles: Failure to Attend Activation Meetings – Page 77

- Legislation provides that advance written notification (either paper format or electronic format) to Clients is required for all activation meetings.
- Clients who fail to attend an initial (first) activation meeting must be given a verbal warning regarding sanctions and they must be rescheduled for a second activation meeting.
- Cases where Clients fail to attend a second activation meeting must be notified to the Department for consideration of a sanction and rescheduled for a third activation meeting.
- It is the responsibility of the successful Tenderer to confirm to the Department whether or not a Client attends a third activation meeting, as further sanctions may apply to Clients who continue to fail to engage. Note: two non-attendances, without good cause, normally incur a sanction.

## Question

...


**Did they also explain any of this?**

**Anyone spot the bonus for**

**Seetec/Turas Nua, to add  
early pressure to comply?**



- Example regulars messages  
UnitedPeople gains regarding  
Seetec/Turas Nua contact.



Hello just wondering could you give me some advice regarding turas nua I've been working as a night porter for nearly two years and getting x and o I usually do 3 nights a week but if there is more nights I do them  
Turas nua contacted me saying I had meeting with them Monday morning at 9 am il be working the night before from 1030pm to 730 am then must drop 2 kids to school and they still expect me to go even when I asked about me sleeping


18:40

Hi Jeff. I've problem with Turas Nua. They stress me so much. Every time when I have the appointment there I am physicaly sick! And nervous breakdown! I am in Ireland 11 years. Graduated with first class honours Fine Art this year, and they treat me like...

Stupid girl.

I don't know where to go, with who to speak to finish this nightmare.

Please would you help me?



P.s. I've feeling as well they invigilate me! That is like in Poland 80's when was the communism! I am disappointed with this so much, because I thought Ireland is the country which respect people. That what I thought before Turas Nua...



## If they can cause this to a “client”, you better not be their enemy!

- Phoned her two/three times days daily,
- Were constantly checking on her.
- On site constantly trying to bully her into taking jobs that (a) didn't suit her life or (b) she couldn't afford to take due to a drop in money.
- Harassed her so much, they drover her to breaking point!

The result? Breakdown...





## Personal Progression Plan

<b>Seetec Centre Address:</b>		Telephone No:	
<b>Customer Name:</b>		PPS Number:	
Home Tel no:		Address	
Mobile Tel No:			
Email address:			
Preferred Contact Method	Text <input checked="" type="checkbox"/> Email <input checked="" type="checkbox"/> Home Phone <input type="checkbox"/> Mobile <input checked="" type="checkbox"/>		
Access to Computer	Home <input checked="" type="checkbox"/> Public Building <input type="checkbox"/> No access <input type="checkbox"/>	Seetec Employment Advisor Name: Contact No:	

<b>Term Unemployed</b>	<b>Access to Car</b>	<b>Job Supports Required</b>	<b>Restrictions on time</b>
Years	Full Licence <input type="checkbox"/>		
1	Vehicle Owner <input type="checkbox"/>	Evacuation Assistance Required <input type="checkbox"/>	Childcare <input type="checkbox"/>
Months	Endorsements <input type="checkbox"/>	Detail: None required	Other <input type="checkbox"/>
6	None <input type="checkbox"/>		None <input checked="" type="checkbox"/>
	Detail:		Details:
<b>Work Pattern</b>	<b>Ideal Travel Time to Work</b>	<b>Preferred Income</b>	<b>Formal ID documents held:</b>
Shift Work <input checked="" type="checkbox"/>	Commute time 40 (minutes)	Weekly €0	Public Services Card <input type="checkbox"/>
Days <input checked="" type="checkbox"/>	Access to Public Transport <input checked="" type="checkbox"/>	Monthly €0	Have You Got The Appropriate Right To Work Documents? <input type="checkbox"/>
Nights <input checked="" type="checkbox"/>	Details:	Better Off Calculation Completed <input type="checkbox"/>	
W/Es <input checked="" type="checkbox"/>		Not Completed <input checked="" type="checkbox"/>	

Job Goals	Job Goal 1 (primary) (available now)	Job Goal 2 (Secondary) (ideal)
Job Role	Supervisor (data processing)	Supervisor (data processing)



# The Personal Progression Plan



03 May 2017

**DECLARATION**

I declare that I will actively commit to job-search and other employment or education and training activities detailed in this Personal Progression Plan and agreed with the SEETEC Employment Advisor and I understand that my Jobseeker's Payment may be reduced or stopped completely if I refuse to cooperate with SEETEC in its efforts to arrange employment, training or education opportunities for me.

I understand that for the duration of this Personal Progression Plan, SEETEC may contact me by phone or email or letter for an update on agreed actions and I understand that I must notify SEETEC if I am no longer:

- unemployed
- available for work
- fit for work or
- genuinely seeking work

I will notify SEETEC immediately of any change, including financial, in my circumstances or those of my spouse/ civil partner / cohabitant or dependents and I am aware that I could be prosecuted for making a false declaration or withholding information.

I have received the Seetec JobPath Client Information Pack, which contains details of the Service Statement.

☐ I have received the Seetec JobPath Client Information Pack, which contains details of the Service Statement

Copy of completed document must be given to client

Seetec signature          Date 13 Jul 2016	Client signature          Date
---	--

An Roinn Coimirce Sóisialaí  
Department of Social Protection

JobPath

**Seetec**  
EMPLOYMENT & SKILLS  
IRELAND

Version Number: 1.7

03 May 2017

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03 May 2017

Version Number: 1.7

Session Plan

### DATA PROTECTION STATEMENT

The Department of Social Protection and / or its servants and / or agents may process all information and personal data provided by me for the purposes of the Social Welfare (Consolidation) Act 2005 and / or for the administration and control of schemes administered by or on behalf of the Minister or the Department of Social Protection.

### CONSENT


I understand that the information and personal data provided by me will not be disclosed otherwise in accordance with law.

Should I find employment while I am participating on the JobPath Programme, I give my consent for SEETEC or a representative of the Department of Social Protection to contact my employer so that the details of my employment can be confirmed. I understand that any information provided by the employer to SEETEC may be shared with the Department of Social Protection.

Seetec signature	Client signature
Date 13 Jul 2016	Date

An Roinn Coimirce Sóisialaí

Department of Social Protection



**JobPath**

**Seetec**

EMPLOYMENT & SKILLS  
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CONSENT

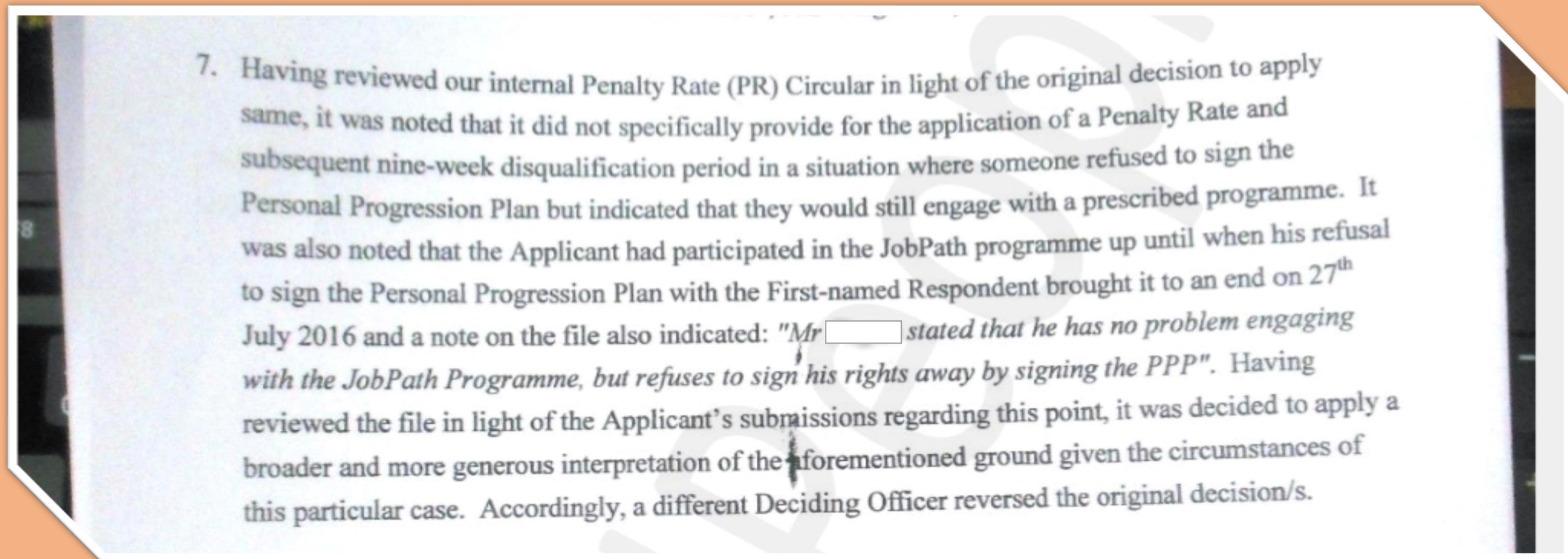
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\* Part-time work – gained by own efforts. Invasion of further privacy – and if you don't capitulate – cut you off!



# What they are also NOT telling you!



## QUOTE:

*"Having reviewed our internal Penalty Rate (PR) Circular in light of the original decision to apply same, it was noted that **it did not provide for the application of a Penalty rate** and subsequent **nine-week disqualification period** in a situation where someone **refused to sign** the Personal Progression Plan (PPP) but indicated that they would still engage with a prescribed programme."*



# Numbers.

## 730+ Towns

5 people x 70 towns = 350 people

350 people cut off basic benefit of €180, in one week = **€63,000**

**€63,000** x 9 weeks sanction = **€567,000** withheld by the state, from unemployed.

Even if a minimum of **€40** was deducted instead of the full €180, the final number is **€126,000**.

...and that is just the top 70 towns of over 700+, for any national round of 9 weeks sanction.

## 20 people in a town?

$70_{(T)} \times 20_{(p)} = 1,400$  people

$1,400 \times \underline{\text{€40}} = \text{€56,000}$  <sub>w1</sub>

€56,000 x 9 weeks...

€504,000 for 9 week  
period of sanction imposed.

What if €180 ?

€252,000 <sub>w1</sub>

**€2,268,000** (9 weeks)

How many caved due to threats?





# The Ongoing Hidden Data Abuse

Covered in far greater detail within UP report.

- British law?
- European law?
- Intercepted, monitored etc?
- From outside of Ireland?
- Awareness and consent?
- Terms and conditions?
- What's Seetec Internet?
- What's their email policies?

**IMPORTANT NOTICE**

This system is the property of Seetec and may be used by authorised users only. Subject to British and European law, any and all users of this system and all information on this system may be intercepted, monitored, audited or inspected by authorised Seetec personnel.

By continuing, you indicate your awareness of and consent to these terms and conditions as well as the terms and conditions of Seetec internet and email policies.



**July 2017 - An Post blankly refuses to state how it got people's personal details, citing: "not in the interest of the public".**

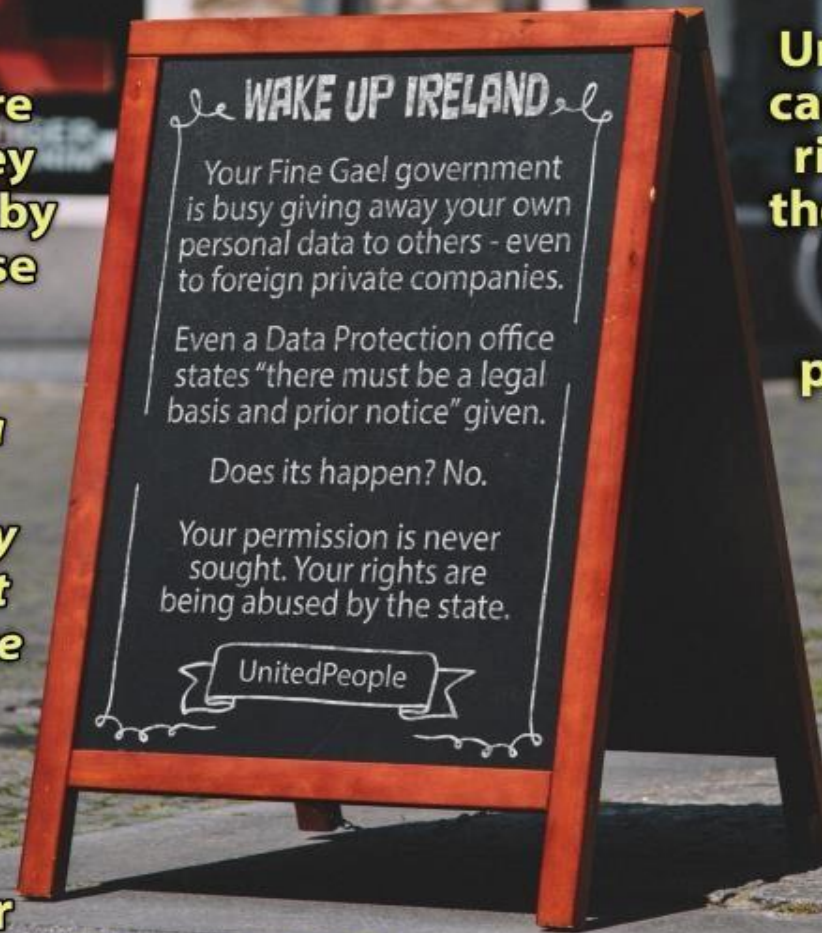
See: <https://goo.gl/Wy3RpD>

**Fine Gael and those propping them up, are breaking the law. They are ignoring a ruling by the ECJ 2015 Bara case judgement.**

***"Even where there is a legal basis for data sharing, it is necessary that people know that sharing will take place before it happens."***

**It doesn't!**

**There is much your Fine Gael government is not telling you.**



**UnitedPeople continues campaigning for greater rights, for citizens, over their own personal data.**

**Data abuse by many poor governments, has gone on far too long.**

**Your information is being abused!**



[www.unitedpeople.ie](http://www.unitedpeople.ie)

Google:

European Court of  
Justice

- Bara case

Is it really not in  
your interest?  
...Or theirs?



# I.T. Technical Information.

If you were to look into the background of **Seetec.ie** domain, you discover the following...

Primary server: ns.link-connect.net.uk.  
Hostmaster\*: admin.link-connect.net.uk.  
IP Address: - 193.82.153.213 - 193.122.31.166

Root Server Glue IP mapping	Name Server mapping	
Root Server Glue IP	ns.link-connect.net.uk.	82.144.239.30
	ns01.link-connect.net.uk.	82.144.228.34
	ns02.link-connect.net.uk.	82.144.228.3
82.144.239.30 [ns.link-connect.net.uk.]	-	
82.144.228.34 [ns01.link-connect.net.uk.]	-	
82.144.228.3 [ns02.link-connect.net.uk.]	-	

elvis.seetec.co.uk domain - inwork.seetec.ie domain - client.seetec.ie domain = all to the UK where conditions as to how your information is treated and passed on, is far weaker to Eire.

**What? They didn't tell you all this *before* you signed on the dotted line?**

\* Hostmaster: A person responsible for managing domain name records within the Domain Name System or any individual computer (typically a server).



## New Appointment

Information Review  
**Privacy Policy Review**  
Appointment Selection  
Test Center Selection  
Date and Time Selection  
Additional Information  
Appointment Verification  
Appointment Complete

## Privacy Policy Review

We may employ other companies and individuals to perform functions on our behalf. Our employees, agents and contractors who have access to personal data and information are required to protect the information in a manner that is consistent with the Prometric Privacy Policy and we seek assurances from such third parties that they will provide the same level of privacy protection as Prometric requires and adheres to. We do not transfer information to third parties who are not acting as Prometric's agent or on Prometric's behalf.

Prometric is headquartered in the United States of America. Personal data of international candidates will be accessed from or transferred to the United States, or to our affiliates and data processors elsewhere in the world. "International candidates" are candidates or employees residing outside of the United States on a permanent basis who do not hold a United States passport. Personal Data transfers from the European Economic Area and other countries with data transfer restrictions are authorized through the collection of the express consent of the individual to transfer such information and data by clicking "I Consent" below. Once consent is provided it may only be withdrawn in writing to Prometric's Data Protection Manager using the contact information provided in the Prometric Privacy Policy. Prometric will always protect the privacy and security of personal data, regardless of the location of the individual where it is originally collected or ultimately processed or stored.

Once you have consented to and provided Personal Data you may access, limit the use of, or change your personal information by contacting your test sponsor during normal business hours, or by contacting Prometric's Data Protection Manager as outlined in Prometric's Privacy Policy. If you test with multiple test sponsors, Prometric may update your personal information for all test sponsors upon receipt of a request to change your personal information. Please be aware that your ability to opt out from receiving marketing and promotional materials does not negate our right to contact you regarding your use of our website.

### Biometrics

Where selected by your test sponsor and allowed by law, Prometric's Biometric Enabled Check-In System is designed to improve the security and integrity of the testing process in a way that protects test candidate privacy while ensuring test candidate identity. The Biometric Enabled Check-In System converts a fingerprint image to a digital image that is used for identity

☐ I agree ☐ I do not agree

< Back

Next >

Dept' Of S.P not the only ones  
giving your information away...

Second line:

Personal data... accessed from  
or transferred to the United  
States.

Why?



# Bonus Matters!



1. The Brexit situation?
2. The 20 Million/3 year tender factor.
3. The Seetec Address (1 Stokes St, St Stephens Green, Dublin 2).

## Seetec Employment and Skills Ireland Designated Activity Company

### Summary

Seetec Employment and Skills Ireland Designated Activity Company was set up on Tuesday the 28th of October 2014. Their current address is Dublin 2, and the company status is Normal. The company's current directors Peter Albert Cooper, Colm Reilly, John Baumbach and Alison Jane Bunney have been the director of 3 other Irish companies between them; 1 of which is now closed. Seetec Employment and Skills Ireland Designated Activity Company has 1 shareholder. This Irish company shares its Eircode with at least 361 other companies.

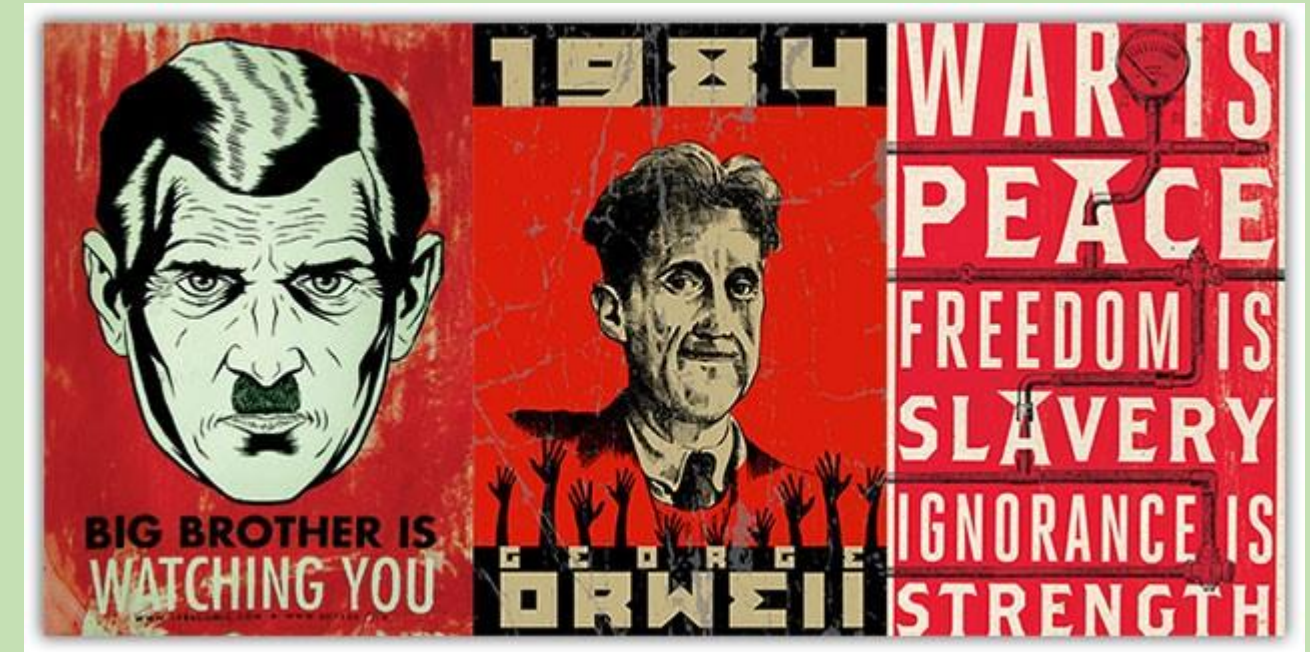




# The Double Meaning PR. (Doublespeak)

## Now common public speak

- "Downsizing" instead of *firing people*
- "Reducing costs" as opposed to *cutting peoples' salaries*
- "Preowned" as opposed to *used*.
- "Detainee" for a *prisoner of war*
- "Pre-emptive strike" instead of *unprovoked attack*
- "Enhanced interrogation" in place of *torture*
- "Person of interest" instead of a *suspect in a crime*
- "Capital punishment" instead of the *lethal death penalty*
- "Take down" in military language instead of saying *killing someone*
- "Not quite clean" instead of *plain dirty*
- "Put to sleep" instead of *euthanise*
- "Ethnic cleansing" instead of *genocide*
- "Substance abuse problem" as opposed to *drug addiction*
- "Ill advised" in place of *highly thought against* or a *very bad idea*



## Now JobPath speak. What's been victim discovered!

- “Voluntary”, instead of *forced*
- “Invited”, instead of *made to go*
- “Opportunity”, instead of *compulsory*
- “Help”, instead of *possible hindrance*
- “Client”, instead of *possible coerced victim*
- “Job activation”, instead of *press-gang process*
- “Uncooperative”, instead of *not willing to be bullied*
- “Social Protection”, instead of *no protection but harm you more*
- “Non-engaging”, instead of *not sign the private company contract*

...And so on. They admit they have their own language inc’ “engage”.

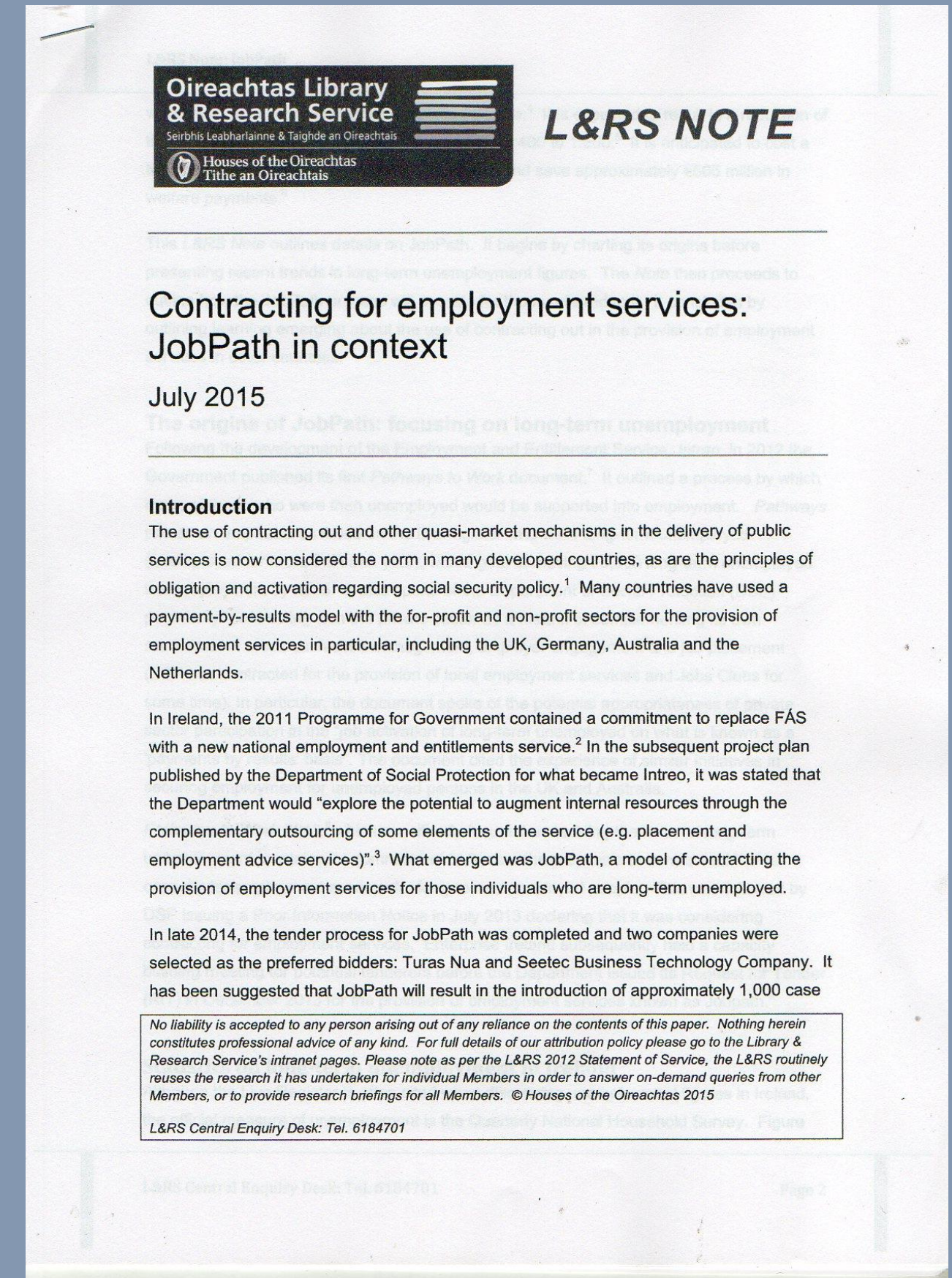


# They knew what they were doing – but did it anyway!

An Oireachtas press release (14th October 2014) stated the JobPath set-up (more privatisation again – this time Social services?) would engage 178,000 jobseekers to start with. To play with the employment numbers, 1,000 caseworkers provided by two more outside private firms.

To quote Adam O’Braonain, a civil rights activist;

*“Contractors will be paid a mixture of referral fees and “job sustainment fees” on a staggered basis so as to ensure the provider’s focus on delivering a “tangible result” is maintained. The basic principle is that the contracted organisation gets paid a commission for every job seeker which is referred to them and a further fee for finding that individual a job. This will in essence, convert citizens into company assets, PPS numbers on a screen, each of which with a price tag attached.”*





# A Later Trap...

## Intreo

- Get a state department to do the dirty work for a private company.
- Force people to sign a contract saying they will accept another contract, yet unseen.

### Our Promise to You

- We will do all we can to process claims as quickly and as efficiently as possible.
- We will pay income support payment(s) as provided for in legislation in an efficient and timely manner.
- We will work to identify suitable employment, work experience or training/education/personal development opportunities for you.
- We will work with you to help you prepare your Personal Progression Plan to assist you to take the right steps to employment.
- We will monitor and review progress against this plan with you.
- We will meet with you by appointment and give you fair notice of all such appointments.
- We will treat you with dignity and respect and honour the confidentiality of our relationship with you.

### Your Promise to Us

- I will work to secure employment at the earliest possible opportunity.
- I will work with the Department to agree my Personal Progression Plan.
- I will attend meetings to which I am invited by the Department.
- I will follow up all suggestions and take up any work placement, work experience and/or training/personal development places notified to me by the Department.
- I will inform the Department immediately if I find work, or if I am no longer available for work.
- I will treat the staff of the Department with dignity and respect and honour the confidentiality of my relationship with the Department.
- I will provide the Department with all information requested to assess any claim for income support.
- I will abide by the Declaration in my Jobseeker's Allowance or Benefit Application Form.



Wish to write direct to the Data Commissioner about a complaint or question?

**Telephone** +353 (0)761 104 800  
**Lo Call Number** 1890 252 231  
**Fax** +353 57 868 4757  
**E-mail** [info@dataprotection.ie](mailto:info@dataprotection.ie)  
**Postal Address** Data Protection  
Commissioner  
Canal House  
Station Road  
Portarlinton  
R32 AP23 Co. Laois

**Dublin Office**

21 Fitzwilliam Square  
Dublin 2  
D02 RD28  
Ireland.







*Stay quiet?  
Do nothing?*

**What are we setting  
them up for right now?**

*Not about left or right-wing politics!  
It's about basics...*

*Respecting one another.  
A right to maintain citizen dignity.  
Protect fundamental individual rights.  
Putting the people first.*



# JobPath = Pushed Citizens

**Puts a price on their head,  
Undermines their rights,  
Sets them up for bullying,  
Hound them by law!**

*We, instead must Push against  
those seeking to underhand  
take advantage for end profit.*

*Just because anything might be legal,  
...Doesn't make it morally right also!*

*The people need to stand UP as a  
united people and say to representatives  
“Do the right thing ...Or else!”*

