



Comhairle Chontae Chill Chainnigh  
Kilkenny County Council

## **HUMAN RESOURCES DEPARTMENT**

### **Recruitment Guidance Booklet - Applicants**

<b>Competition Name:</b>	<b>Temporary Coffee Shop Assistant – Woodstock Tea Rooms</b>
<b>Competition ID:</b>	<b>2025/T/O/O/06</b>
<b>Competition Type:</b>	<b>Open</b>
<b>Competition Closing Date:</b>	<b>Tuesday 4<sup>th</sup> March 2025 at 12 pm</b>

## 1.0 TABLE OF CONTENTS

1.0	TABLE OF CONTENTS .....	2
2.0	KILKENNY COUNTY COUNCIL .....	3
3.0	JOB REQUIREMENTS .....	4
3.1	Minimum Eligibility Requirements.....	4
4.0	JOB DUTIES AND RESPONSIBILITIES .....	4
5.0	PARTICULARS OF OFFICE.....	5
5.1	Salary .....	5
5.2	Hours Of Work .....	5
5.3	Superannuation contribution .....	5
5.4	Pension Abatement.....	6
5.5	Pension Acrual.....	6
5.6	Probation .....	6
5.7	Pre-Employment Medical Examination.....	7
5.8	Location .....	7
5.9	Safety, Health & Welfare.....	7
5.10	Training.....	7
5.11	Policies & procedures .....	7
6.0	SELECTION PROCESS .....	7
6.1	Stage 1 - Submission of Applications .....	7
6.2	Stage 2 - Eligibility & Shortlisting Of Applications .....	8
6.3	Stage 3 - Interviews .....	8
6.4	Notification of shortlisting/interview results .....	9
6.5	Feedback.....	9
6.6	Appeals.....	9
6.7	Offer Letters .....	9
6.8	References .....	9
6.9	Clearances (Garda Vetting & Pre-Employment Medical Examination) .	10
7.0	GENERAL.....	10
7.1	The Importance of Confidentiality.....	10
7.2	Deeming of Candidature to be Withdrawn.....	10
7.3	Quality Customer Service.....	10
7.4	Use of Recording Equipment .....	11
7.5	Applicants' Obligations: .....	11
7.6	Contravention Code of Practice .....	11
7.7	General Data Protection Regulation (GDPR) .....	11

## **2.0 KILKENNY COUNTY COUNCIL**

Kilkenny County Council provides services to a population of over 103,000 citizens in County Kilkenny in areas of housing, roads, transportation, planning, environment, economic and community development, tourism, libraries, fire and emergency response, parks, amenities, heritage, arts and water services.

We have over 600 employees and can offer exciting careers across our services in various roles such as engineering, technical, financial, management, administration, library services, fire services and general services. Our headquarters are in Kilkenny City and we have area offices throughout the county.

The Council operates within an annual revenue budget of €120.9 million and a multi-annual six-year capital budget of €832 million.

### **Our Mission**

Kilkenny County Council is committed to working with the people of Kilkenny to develop sustainable, connected, economically thriving and proud communities with the consideration of climate change embedded into all of our policies and services.

### **Our Values**

#### **1. Accountability and Transparency**

We will communicate openly with people and we will be transparent in all decision-making.

#### **2. Inclusiveness, Equality and Accessibility.**

We prioritise social inclusion, equality of access and opportunity, and we will encourage the people, groups and organisations we work with to take a similar approach.

#### **3. Leadership**

We are committed to providing democratic and civic leadership in guiding the positive development of the City and County.

#### **4. Pride**

We will take pride in our work and in the leadership role of Kilkenny County Council in the economic, social, cultural and environmental development of the City and County.

#### **5. Quality Service**

We will provide an accessible, courteous, consistent, impartial and responsive service and we will strive for continuous improvement in our service delivery.

#### **6. Sustainability**

We will act in a sustainable way in relation to finance, the environment, our heritage, community affairs and socio-economic issues. We will work in ways that will not constrain the current or future needs of the people and communities of Kilkenny City and County.

## **7. Value for Money**

We will use resources efficiently and continually assess and evaluate our performance

**For further information on Kilkenny County Council see:**

[Kilkenny County Council Corporate Plan 2024 – 2029](#)

## **3.0 JOB REQUIREMENTS**

### **3.1 MINIMUM ELIGIBILITY REQUIREMENTS**

#### **3.1.1 Character**

Candidates shall be of good character.

#### **3.1.2 Age**

Candidates shall not be less than 17 years of age.

#### **3.1.3 Qualifications**

The successful applicant is expected to have a good standard of education. Previous experience in a similar position would be an advantage. Kilkenny County Council reserves the right to shortlist candidates having regard to education, qualifications and experience.

#### **3.1.4 Health**

Candidates must be free from any defects or diseases, which would render them unsuitable to hold the position, and be in a good state of health.

#### **3.1.5 Code of Conduct**

The successful applicant will be expected to abide by the staff rules, codes of conduct and dress as laid down by the Council from time to time. Neat dress is essential. A uniform of a jacket, apron and shirt will be provided. Own black trousers and suitable footwear to be worn – no leggings, jeans, sportswear or open toed footwear. Long hair to be tied back and a hair net to be worn.

## **4.0 JOB DUTIES AND RESPONSIBILITIES**

The successful candidate will be required to:

- 4.1.1 Work from 10.30 a.m. to 5.00 p.m. or 11.00 a.m to 5.30 p.m.three days a week which must include Sunday and Bank Holiday Mondays (one staff member required for 10.30 am start each day which will be agreed by rota by line manager/Coffee shop manager). The remaining days should be flexible to work around large tour groups and other pre-booked events. The Tea Rooms will close at 5.00 p.m. leaving 30 minutes to clean the Tea Rooms.
- 4.1.2 Making tea/coffee and serving savory and sweet food items, cakes, drinks etc.
- 4.1.3 Cleaning tables, sweeping and washing the floor, washing up, cleaning toilet etc.

4.1.4 Proper attire to be worn at all times. A uniform of a jacket, apron and shirt will be provided. Own black trousers and suitable footwear to be worn – no leggings, jeans, sportswear or open toed footwear. Long hair to be tied back and a hair net to be worn.

4.1.5 Any other duties as assigned by Coffee Shop Manager.

## **5.0 PARTICULARS OF OFFICE**

### **5.1 SALARY**

€13.50 per hour (Time & ¼ applies to Sundays and Bank Holidays)

### **5.2 HOURS OF WORK**

The hours of duty will be as follows:

- 10.30 a.m. to 5.00 p.m or 11.00 a.m. to 5.30 p.m (one staff member required for 10.30 am start each day which will be agreed by rota by line manager/Coffee shop manager)
- Three days per week which may include Saturday, Sunday and Bank Holidays from July to the end of August
- Weekends only [including Bank Holidays] from May to end of June. Minimum of three days a week for July and August as stated above and weekends only to the end of September 10.30 a.m. to 5.00 p.m or 11.00 a.m. to 5.30 p.m (one staff member required for 10.30 am start each day which will be agreed by rota by line manager/Coffee shop manager) (Weather dependent, weekends only opening of the tea shop may be extended later into the year).

### **5.3 SUPERANNUATION CONTRIBUTION**

#### **5.3.1 Public Service Pensions (Single Scheme and Other Provisions) Act 2012**

New members joining the public sector on or after 1st January 2013 will be required to join the Single Public Service Pension Scheme. It applies to all first-time entrants to the Public Service as well as former public servants returning to the public sector after a break of more than 26 weeks. Your contributions will be made up of 3% of your gross pensionable remuneration and 3.5% of your net pensionable remuneration (your gross pensionable remuneration less twice the value of the Contributory State Pension).

Your normal retirement age under this scheme is the same age at which you can claim the Contributory State Pension. The minimum age for receipt of this pension is Age 66. There is a compulsory retirement age of 70 years.

#### **5.3.2 Persons who commenced in Public Service Employment after 6th April 1995 and prior to 1st January 2013:**

Persons who became pensionable employees after 6th April 1995 and prior to 1st of January 2013, without a break in employment, will join the Local Government (Superannuation) (Consolidation) Scheme 1998. Contributions are payable at the rate of 1.5% of your basic salary, 3.5% of basic salary less twice two times the value of the Contributory State Pension and a further

1.5% is payable for spouse and children's contributions (\*non-officer grades pay a co-ordinated contribution):

'Non-New Entrants' (those who became pensionable after 6th of April 1995 and prior to 1st April 2004) have a minimum retirement age of 60 and a compulsory retirement age of 70.

'New Entrants' (those who became pensionable after 1<sup>st</sup> April 2004 and prior to 1<sup>st</sup> January 2013) have minimum retirement age of 65 with no compulsory retirement age.

### **5.3.3 Persons who commenced in Public Service Employment before 6th April 1995:**

Their minimum retirement age is 60 and they have a compulsory retirement age of 70 as per Department of Housing, Planning and Local Government Circular Letter CL/2/2019. Contributions are 5% of basic salary and 1.5% of basic salary toward Widow's & Orphan's or Spouse & Children's Scheme.

## **5.4 PENSION ABATEMENT**

If the appointee was previously employed in the Civil Service or in the Public Service please note that the Public Service Pensions (Single Scheme and Other Provisions) Act 2012 (Section 52) includes a provision which extends abatement of pension for all Civil and Public Servants who are re-employed where a Public Service Pension is in payment. This provision to apply abatement across the wider public service came into effect on 1 November 2012. This may have pension implications for any person appointed to this position that is currently in receipt of a Civil or Public Service pension or has a preserved Civil or Public Service pension which will come into payment during his/her employment in this position.

Prior to appointment, successful applicants will be obliged to complete a declaration in relation to previous Public Service pensionable employment. Please note: In applying for this position you are acknowledging that you understand the abatement provisions, where relevant, will apply. It is not envisaged that the employing Department/Office will support an application for an abatement waiver in respect of appointments to this position.

## **5.5 PENSION ACRUAL**

A 40-year limit on total service that can be counted towards pension where a person has been a member of more than one pre-existing public service pension scheme (i.e. non-Single Scheme) as per the 2012 Act shall apply. This 40-year limit is provided for in the Public Service Pensions (Single Scheme and Other Provisions) Act 2012. This may have implications for any appointee who has acquired pension rights in a previous public service employment.

## **5.6 PROBATION**

The following provisions shall apply:

- 5.6.1 There shall be a period after such appointments take effect during which such persons shall hold such office on probation;

- 5.6.2 Such period shall be six months but the Chief Executive may at his/her discretion extend such period;
- 5.6.3 Such persons shall cease to hold such employment at end of the period of probation unless during such period the Chief Executive has certified that the service of such persons is satisfactory.

## **5.7 PRE-EMPLOYMENT MEDICAL EXAMINATION**

For the purposes of satisfying the requirement as to health, it will be necessary for each successful applicant, before he/she is appointed, to undergo a medical examination by a qualified medical practitioner to be nominated by Kilkenny County Council. In the event the applicant does not take up the post following the pre-employment medical, he/she will reimburse Kilkenny County Council the cost of the medical examination, as per a previously signed understanding.

## **5.8 LOCATION**

The holder of the office shall reside in the district in which his/her duties are to be performed or within a reasonable distance thereof.

## **5.9 SAFETY, HEALTH & WELFARE**

The holder of the post shall comply with Kilkenny County Council's Safety Management System. He/she shall familiarise him/herself with the Safety statement for his/ her section and all the associated safety & health risk assessments, safe systems of work, and procedures and make proper use of all safety clothing and equipment. Failure to comply with the Safety Statement and its requirements may result in disciplinary action.

## **5.10 TRAINING**

It is a condition of employment that successful applicants will be required to participate in training programmes relevant to the skills necessary for the performance of the duties attaching to the post.

## **5.11 POLICIES & PROCEDURES**

The post-holder will be expected to abide and adhere to the policies & procedures applicable to Kilkenny County Council.

# **6.0 SELECTION PROCESS**

The selection process may include:

**Stage 1:** Submission of completed applications and required supporting documents.

**Stage 2:** Eligibility & Shortlisting of applicants on the basis of information submitted in the applications and supporting documents.

**Stage 3:** An interview which may be conducted face to face or by way of remote interview.

## **6.1 STAGE 1 - SUBMISSION OF APPLICATIONS**

- 6.1.1 Applicants should complete the Application Form on line via the advert link or through the [www.kilkennycoco.ie](http://www.kilkennycoco.ie) link.

- 6.1.2 Applicants are required to submit their applications electronically, along with the required documentation. Applicants should retain a copy of their Application Form for their own personal reference.

Be advised that once **FULLY COMPLETED** applications supported by the prescribed evidentiary proof of meeting minimum qualifications and eligibility requirements are submitted this information cannot be amended.

When completing the employment history section on the Application Form please ensure all periods of employment and unemployment (if applicable) are recorded and accounted for.

- 6.1.3 The submission of **Photo Identification is an essential requirement** and can include one of the following forms of ID only: Passport, Drivers Licence, Public Service Card or Safe Pass;

## **6.2 STAGE 2 - ELIGIBILITY & SHORTLISTING OF APPLICATIONS**

- 6.2.1 Kilkenny County Council will conduct a preliminary verification of eligibility of applicants. This will comprise of both the Minimum Requirements as outlined in **Section 3.0** above, as well as the mandatory documentation specified for the competition. Kilkenny County Council reserve the right to recheck eligibility criteria at a later stage. The decision of Kilkenny County Council as to the applicant meeting the eligibility criteria specified is final.

- 6.2.2 Kilkenny County Council may decide, by reason of the number of persons seeking admission to a competition, to carry out a shortlisting procedure. The Shortlisting procedure may be by way of a desktop analysis of the applications and/or a shortlisting interview. The number of persons to be invited, in these circumstances shall be determined by Kilkenny County Council from time to time having regard to the likely number of vacancies to be filled. Shortlisting can be based on the eligibility criteria (qualifications, relevant experience etc.), as well as the detail provided for the listed competencies and other relevant information submitted on the Application Form.

In this instance, an expert Board will examine the application forms against a pre-determined criteria based on the requirements of the position. Therefore, it is very important that you think about your experience in light of those requirements. Failure to include information regarding those requirements may result in you not being called forward to the next stage of the selection process.

It is expected that given the qualifications and experience of prospective applicants that the short-listing requirements will be significantly higher than the minimum eligibility criteria (qualifications and experience) requirements set out for the post.

- 6.2.3 Kilkenny County Council reserves its right to shortlist applicants in the manner it deems most appropriate.

## **6.3 STAGE 3 - INTERVIEWS**



An independent interview Board will conduct interviews. The interview Board will comprise of a Chair and one/two other Board members. The interview duration is competition specific and can range from 20 – 45 minutes.

#### **6.4 NOTIFICATION OF SHORTLISTING/INTERVIEW RESULTS**

Shortlisting and Interview results will be issued by Human Resources as soon as possible after the competition administration has been finalised.

You will receive an email advising you when the results are available with details of how to access them. If your results are related to a Shortlisting exercise you will have access to view the shortlisting outcome.

If your results are related to an interview you will have access to view details of the scores, as well as the Board comments and if successful at interview you will receive details of your Panel placing.

#### **6.5 FEEDBACK**

All applicants will be provided with feedback in relation to the selection outcome, appropriate to the stage they progressed to in the competition.

Interview candidates will be provided with feedback in the form of an individual Marking Sheet regardless of placement on the Panel or not.

#### **6.6 APPEALS**

Applicants whom are dissatisfied with the manner in which the recruitment process was conducted may appeal in the first instance to the Senior Executive Officer, Human Resources Department within a 5 working day period from the date their results were issued, while clearly outlining their grounds for appeal.

In the interest of clarity Kilkenny County Council will facilitate appeals in respect to the process applied to the recruitment competition. Appeals will not be considered in respect to the decision of the interview Board/shortlisting panel, as their decision is final, save any upheld appeal in relation to due process.

#### **6.7 OFFER LETTERS**

Prior to accepting an offer of employment candidates need to ensure they have a valid work permit for employment in Ireland. Kilkenny County Council requires candidates to respond within 5 working days to any offer of employment made to them or by the date indicated on the offer letter.

Kilkenny County Council shall require a person to whom an appointment is offered to take up such appointment within a period of not more than one month from the date the Contract of Employment was issued. If he/she fails to take up the appointment within such period (or such longer period as Kilkenny County Council in its absolute discretion may determine) Kilkenny County Council shall not appoint him/her.

#### **6.8 REFERENCES**

Each applicant is required to submit as references the names, addresses and email addresses of two responsible persons to whom he/she is well known but not related and of which at least one must be a previous employer.

Any offer of employment will be subject to both references being of a satisfactory standard. In the event an unsatisfactory reference is received, Kilkenny County Council reserves the right not to proceed with the offer of employment.

## **6.9 CLEARANCES (GARDA VETTING & PRE-EMPLOYMENT MEDICAL EXAMINATION)**

- 6.9.1 **Garda Vetting:** Applicants may be subject to Garda Vetting. Appointment(s) will be considered having regard to receipt of Garda Vetting clearance, particularly to determine suitability to work with children/vulnerable adults.
- 6.9.2 **Pre-Employment Medical Examination:** Applicants will be subject to a pre-employment medical examination as referenced in **Section 5.7** above.

## **7.0 GENERAL**

Kilkenny County Council is an Equal Opportunities Employer.

Kilkenny County Council will not be responsible for any expenses an applicant may incur in attending for interview.

The admission of a person to a competition, or invitation to attend interview, or a successful result letter, is not to be taken as implying that Kilkenny County Council is satisfied that such a person fulfils the requirements or is not disqualified by law from holding the position.

### **7.1 THE IMPORTANCE OF CONFIDENTIALITY**

Subject to the provisions of the Freedom of Information Act, 2014 applications will be treated in strict confidence.

All enquires, applications and all aspects of the proceedings are treated as strictly confidential and are not disclosed to anyone, outside those directly involved in that aspect of the process.

Certain items of information, not specific to any individual, are extracted from computer records for general statistical purposes.

### **7.2 DEEMING OF CANDIDATURE TO BE WITHDRAWN**

Applicants who do not attend for interview or other test when and where required by Kilkenny County Council, or who do not, when requested, furnish such evidence as the Authority require in regard to any matter relevant to their candidature, will have no further claim to consideration.

Applicants are expected to provide all requested documentation to Kilkenny County Council, including all forms issued by the Council for completion, within five days of request. Failure to do so will result in the applicant being deemed to have withdrawn from the competition and their candidature will receive no further consideration.

### **7.3 QUALITY CUSTOMER SERVICE**

We aim to provide an excellent quality service to all our customers. If, for whatever reason, you are unhappy with any aspect of the service you receive from us, we urge

you to bring this to the attention of the unit or staff member concerned. This is important as it ensures that we are aware of the problem and can take the appropriate steps to resolve it.

On occasion applicants may be requested to part-take in a survey to provide feedback on our services, we would appreciate your co-operation on this matter if requested to do so.

#### **7.4 USE OF RECORDING EQUIPMENT**

Kilkenny County Council does not allow the unsanctioned use of any type of recording equipment when conducting business. This applies to any form of sound recording and any type of still picture or video recording, whether including sound recording or not, and covers any type of device used for these purposes.

Any person wishing to use such equipment for any of these purposes must seek written permission in advance. This policy is in place to protect the privacy of staff and customers and the integrity of our assessment material and assessment processes.

Unsanctioned use of recording equipment by any person is a breach of this policy. Any applicant involved in such a breach could be disqualified from the competition and could be subject to prosecution under section 55 of the Public Service Management (Recruitment & Appointments) Act, 2004.

In addition, where a person found guilty of unauthorised use of recording was or is an applicant at a recruitment process, then:

- Where he/she has not been appointed to a post, he/she will be disqualified as an applicant; and
- Where he/she has been appointed subsequently to the recruitment process in question, he/she shall forfeit that appointment.

#### **7.5 APPLICANTS' OBLIGATIONS:**

Applicants in the recruitment process must not:

1. Knowingly or recklessly provide false information
2. Canvass any person with or without inducements
3. Interfere with or compromise the process in any way
4. Disrespect or ill-treat Kilkenny County Council staff or Board members
5. A third party must not personate an applicant at any stage of the process

#### **7.6 CONTRAVENTION CODE OF PRACTICE**

Any person who contravenes the above provisions or who assists another person in contravening the above provisions is guilty of an offence. If a person found guilty of an offence was, or is an applicant at a recruitment process:

1. They will be disqualified and excluded from the process
2. Has been appointed to a post following the recruitment process, they will be removed from that post.

#### **7.7 GENERAL DATA PROTECTION REGULATION (GDPR)**

##### **7.7.1 Basis for Processing Your Personal Information**

The basis for processing your personal data is to progress your application for the position you have applied for with Kilkenny County Council under the Terms of the Employment (Information) Act 1994 and Human Resources policies and procedures. Personal data sought for the purpose of recruitment will include your name, your contact details including email address and mobile phone number, particulars of education, details regarding your record of employment and confirmation if you require an employment permit/visa/or work authorisation.

#### **7.7.2 Sharing of Information**

Outside of the relevant recruitment teams, the information provided in your application form will only be shared for progressing the competition for which you have applied, with a designated shortlisting and/or interview board. If, following the competition, you are placed on a panel and offered a position, the information provided in your application form will form part of your Personnel File.

#### **7.7.3 Storage Period**

Your application will be retained for one year from the date a panel for this position is formed. In exceptional circumstances panels can be extended for an additional year and your personal data will be kept until the extension has expired. Applications that are unsuccessful at interview stage will be retained for one year. Applications that are not progressed to interview stage will be destroyed post competition.

If you do not furnish the personal data requested Kilkenny County Council will not be able to progress your application form for the competition.

When your application is received, Kilkenny County Council creates a record in your name, which contains much of the personal information you have supplied. This personal record is used solely in processing your candidature. Such information held is subject to the rights and obligations set out in the Data Protection Acts, **1988 & 2018** and will be destroyed following the expiry of any panel put in place in respect of this competition.

***Kilkenny County Council's General Privacy Statement can be assessed [here](#).***

**To make a request to access your personal data please submit your request by email to: [dataprotection@kilkennycoco.ie](mailto:dataprotection@kilkennycoco.ie) ensuring that you describe the records you seek in the greatest possible detail to enable us to identify the relevant record(s).**