

KILKENNY COUNTY COUNCIL



HUMAN RESOURCES DEPARTMENT

Recruitment Guidance Booklet - Applicants

Competition Name:	Social Worker
Competition ID:	2021/PT/O/A/14
Competition Type:	Open
Competition Closing Date:	5pm Wednesday 30th June, 2021

1.0 DOCUMENT CONTROL

DATE	COMMENTS/UPDATES	SIGNED OFF/UPDATED BY
March 2021	Version 1	KCCHR Management

2.0 TABLE OF CONTENTS

1.0	DOCUMENT CONTROL.....	2
2.0	TABLE OF CONTENTS.....	3
3.0	KILKENNY COUNTY COUNCIL.....	5
4.0	JOB REQUIREMENTS.....	5
4.1	Character.....	5
4.2	Health.....	5
4.3	Minimum Eligibility Requirements.....	5
4.4	Desirable Requirements.....	6
5.0	JOB DESCRIPTION.....	6
6.0	JOB DUTIES AND RESPONSIBILITIES.....	6
6.1	Duties.....	6
7.0	PARTICULARS OF OFFICE.....	8
7.1	Type Of Post.....	8
7.2	Salary.....	8
7.3	Superannuation contribution.....	8
7.4	Pension Abatement.....	9
7.5	Pension Acruel.....	9
7.6	Probation.....	10
7.7	Pre-Employment Medical Examination.....	10
7.8	Hours Of Work.....	10
7.9	Annual Leave.....	10
7.10	Travel.....	10
7.11	Location.....	11
7.12	Safety, Health & Welfare.....	11
7.13	Training.....	11
7.14	Policies & procedures.....	11
8.0	SELECTION PROCESS.....	11
8.1	Stage 1 - Submission of Applications.....	11
8.2	Stage 2 - Eligibility & Shortlisting Of Applications.....	12
8.3	Stage 3 - Interviews.....	12
8.4	Stage 4 - Panels.....	14
8.5	Stage 5 - Job Specific Suitability Testing.....	15
8.6	Feedback.....	15
8.7	Appeals.....	15
8.8	Offer Letters.....	15
8.9	References / Evidences.....	15
8.10	Clearances (Garda Vetting & Pre-Employment Medical Examination).....	15
9.0	GENERAL.....	15
9.1	The Importance of Confidentiality.....	16

9.2	Deeming of Candidature to be Withdrawn.....	16
9.3	Quality Customer Service.....	16
9.4	Use of Recording Equipment	16
9.5	Applicants' Obligations:.....	17
9.6	Contravention Code of Practice	17
9.7	General Data Protection Regulation (GDPR)	17

3.0 KILKENNY COUNTY COUNCIL

Kilkenny County Council provides services to a population of over 99,000 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 over €82 million and a multi-annual three-year capital budget of €200 million.

4.0 JOB REQUIREMENTS

4.1 CHARACTER

Each Candidate shall be of good character.

4.2 HEALTH

Each Candidate shall be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.

4.3 MINIMUM ELIGIBILITY REQUIREMENTS

Minimum Eligibility Requirements are the minimum requirements required for the position and are set out by the Department of Housing, Local Government and Heritage for administrative and technical/engineering grades.

For outdoor grades and some specialised grades, the minimum eligibility requirements are set out by Kilkenny County Council Human Resources Department in consultation with the relevant Line Manager as they are not set centrally by the Department.

Applicants will be required to submit scanned images of documentation to establish the applicant meets the following minimum eligibility criteria:

- 4.3.1 hold a professional qualification in Social Work prescribed under the Health & Social Care Professionals Act 2005 (as amended) ; or
- 4.3.2 have a letter of validation issued by CORU/National Social Work Qualifications Board;
- 4.3.3 be eligible for registration with CORU;
- 4.3.4 Possess a high standard of administrative and management experience; and
- 4.3.5 Have a satisfactory knowledge of public service organization.

4.4 DESIRABLE REQUIREMENTS

Kilkenny County Council can for any position they advertise, include Desirable Requirements. Desirable Requirements are those that would be beneficial to optimising job performance. Desirable Requirements can be used if necessary to reduce numbers called for interview.

It is desirable that each candidate shall:

- 4.4.1 Have satisfactory experience in Social Work as will enable him or her to discharge the duties of the office.
- 4.4.2 Possess a full clean driving licence and have access to a car at all times for use in their work.

Applicants should satisfy themselves they are eligible under the required qualifications. Kilkenny County Council may not be in a position to investigate the eligibility of all candidates in advance of the interview/examination, and hence persons who are ineligible but nevertheless enter, may put themselves to unnecessary expense.

The onus is on the candidate to establish eligibility in the Application Form. Also, it is required that the CAO Qualifications Code is included in the Education/Training section. CAO Qualification Codes can be found on <https://www.cao.ie/courses.php>, you can then carry out your search by Institution and Course Title.

5.0 JOB DESCRIPTION

The Social Worker will report to the Director of Services for Housing, Community, Library, Arts, Heritage & Fire Service or such officer or officers of Kilkenny County Council as the Chief Executive or Director of Service may designate for this purpose. The holder of the post will perform such duties as may be assigned from time to time.

The duties of this position will involve the facilitation, implementation and promotion of the policies and objectives of Kilkenny County Council's Housing policy. This will include liaising with Travellers, assessing homelessness presentations and representing Kilkenny County Council at meetings with relevant agencies.

6.0 JOB DUTIES AND RESPONSIBILITIES

6.1 DUTIES

The duties will be such as may be assigned from time to time by the chief executive, or an employee designated by the chief executive, including such duties as may be required in relation to the area of any other local authority.

The duties of the post of Social Worker shall include:

- 6.1.1 The provision of a Social Work service to members of the Traveller Community in relation to accommodation issues and to other clients (e.g. local authority applicants and tenants and homeless persons) as deemed necessary.
- 6.1.2 Visits as required and as necessary to members of the Traveller community.

- 6.1.3 The completion of accommodation needs assessments for members of the Traveller community and others as required, seeking accommodation assistance.
- 6.1.4 The completion of written reports in relation to clients and other projects as required.
- 6.1.5 Ensure that letting agreements are being observed and report arising issues, including maintenance and anti-social behaviour to relevant personnel or appropriate agencies.
- 6.1.6 Liaise with other agencies catering for needs of Travellers and attend inter agency meetings and case conferences as required.
- 6.1.7 Convene and attend meetings of the Local Traveller Accommodation Consultative Committee and any other meetings as requested by the Chief Executive.
- 6.1.8 Assist tenant/resident/members of the Travelling community to engage with other sections of the local authority or Government Departments from which they may need assistance or advice.
- 6.1.9 Advise and support Travellers with regard to tenancy sustainment and community engagement as required.
- 6.1.10 Advise and assist in miscellaneous family and personal problems, including relations between tenants.
- 6.1.11 Advise and make recommendations to the Council on the formulation of policy regarding the accommodation of Travellers and relevant supports throughout the county as requested.
- 6.1.12 Assist in the preparation and review of the five year Traveller Accommodation Programme as required.
- 6.1.13 Assist in regard to the co-ordination of services for Travellers and social inclusion measures by various Council Departments and the Traveller Inter Agency Group
- 6.1.14 Review policies and assist in their implementation for special needs areas such as homeless, disabled, elderly, family support as required.
- 6.1.15 Co-operate with voluntary bodies as appropriate.
- 6.1.16 Make recommendations regarding tenants and applicants for accommodation provided by the voluntary and public sector.
- 6.1.17 Participate actively in the work of County Kilkenny Homeless Action Team.
- 6.1.18 Meet with and undertake assessments of persons who present as homeless.
- 6.1.19 Arrange suitable emergency accommodation for homeless persons.
- 6.1.20 Provide information and advice for persons presenting at risk of homelessness.
- 6.1.21 Liaise with relevant agencies who provide services to homeless persons.

- 6.1.22 Assist in the delivery of Child Safeguarding information and awareness sessions to Council employees.
- 6.1.23 Refer child protection concerns to the appropriate agency in accordance with the Children First Guidelines.
- 6.1.24 Liaise with Tusla and an Garda Síochána regarding Child Safeguarding matters.
- 6.1.25 Keep an annual record of Child Safeguarding Referrals.
- 6.1.26 Assist in the implementation of new and existing initiatives on all housing related matters.
- 6.1.27 Any other duties as may be assigned by the Chief Executive appropriate to their salary scale or their skills/experience.

7.0 PARTICULARS OF OFFICE

7.1 TYPE OF POST

To form a panel from which Permanent, Fixed Term and Specific Purpose posts, may be filled.

7.2 SALARY

The salary shall be fully inclusive and shall be as determined from time to time. The holder of the office shall pay to Kilkenny County Council any fees or other monies (other than inclusive salary) payable to and received by him/her by virtue of his/her office or in respect of services which he/she is required by or under any enactment to perform.

In accordance with EL02/2011 persons who are not serving Local Authority employees must be placed on the minimum of the scale. Where a person being appointed is a serving Local Authority employee normal starting pay rules will apply. The rate of remuneration may be adjusted from time to time in line with government policy.

The current salary scale for the position is €35,309 minimum to €55,772 inclusive of LSI.

7.3 SUPERANNUATION CONTRIBUTION

7.3.1 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). As of 25th March 2019, the weekly CSP rate is €248.30.

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 and this will increase to Age 67 from 2021 and to Age 68 from 2028. There is a compulsory retirement age of 70 years.

7.3.2 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 1st April 2004 and prior to 1st January 2013) have minimum retirement age of 65 with no compulsory retirement age.

7.3.3 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.

7.4 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.

7.5 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.

7.6 PROBATION

The following provisions shall apply:

- 7.6.1 There shall be a period after such appointments take effect during which such persons shall hold such office on probation;
- 7.6.2 Such period shall be one year but the Chief Executive may at his/her discretion extend such period;
- 7.6.3 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.

7.7 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.

7.8 HOURS OF WORK

The person appointed will be required to work a 37-hour week Monday to Friday which equates to a 7-hour 24-minute day. The person may occasionally be required to work outside of office hours.

7.9 ANNUAL LEAVE

Annual leave entitlement for this position is 30 days per annum in accordance with Department of Environment, Community & Local Government Circular LG(P) 07/2011.

7.10 TRAVEL

It is Kilkenny County Council policy that all staff using their private cars for work purposes, regardless of the frequency should:

- 1) Indemnify Kilkenny County Council on their personal insurance policy
- 2) Note business class on their personal policy
- 3) It is the obligation of the driver/owner to ensure that the vehicle is fit to be on the public road.

Travelling expenses and subsistence expenses necessarily incurred in the course of official duties will be refunded in accordance with appropriate rates in line with the relevant Department Circulars and any other relevant documents.

If during your employment, your licence is revoked, even temporarily, or if you receive endorsements on your licence, which may affect your duties, you are obliged to notify the Council immediately.

7.11 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.

7.12 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.

7.13 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.

7.14 POLICIES & PROCEDURES

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

8.0 SELECTION PROCESS

Kilkenny County Council may communicate with you via post and/or email. In regard to email communications, the onus is on the applicant to ensure they check their inbox and their spam/junk folders for communications.

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: A competency-based interview which may be conducted face to face or by way of remote interview.

Stage 4: Panel formation.

Stage 5: Job specific suitability testing.

8.1 STAGE 1 - SUBMISSION OF APPLICATIONS

8.1.1 Applicants can download a copy of the Application Form from www.kilkennycoco.ie.

8.1.2 Applicants are required to submit **four** copies of their **FULLY COMPLETED** application form and required documents by post to **HR Department, Kilkenny County Council, County Hall, John's Street, Kilkenny**. Applicants should retain a copy of their Application Form for their own personal reference.

Be advised that only **FULLY COMPLETED** applications supported by photocopies of the prescribed evidentiary proof of meeting minimum qualifications and eligibility requirements will be accepted for the competition.

- 8.1.3 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;
- 8.1.4 Applications received after the closing date cannot be considered. Claims that any Application Form or related documents have been lost or delayed in the post will not be considered unless a Post Office Certificate of Posting is produced in support of such claims.

8.2 STAGE 2 - ELIGIBILITY & SHORTLISTING OF APPLICATIONS

- 8.2.1 Kilkenny County Council will conduct a preliminary verification of eligibility of applicants. This will comprise of both the Minimum and Desirable Eligibility Requirements as outlined in **Section 6.0** 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.
- 8.2.2 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.

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

8.3 STAGE 3 - INTERVIEWS

An independent interview Board will conduct interviews. The interview will be competency based and the 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. The following is an example of the interview format:

Time (minutes)	Member of Board	Interview Component	Note Taker
0	Chair	Commencement of Interview	NA
0 to 5	Chair	Chair Introductions – structure of interview, explain note taking	Board Member 2
5 to 15	Board Member 1	Competencies 1 & 2	Chair
15 to 25	Board Member 2	Competencies 3 & 4	Board member 1
25 to 30	Chair	Conclusion – Concluding Questions, Opportunity for Interviewee to add comment/ask questions	Board Member 2
30	Chair	Ensure interviewee departs virtual or physical interview room	NA
30 to 40	All	Review Interviewee Performance and make preliminary scoring, sanitise interviewee station	NA
30 to 40	All	Prepare for next interview	NA

8.3.1 Competency Framework

Interviews are competency based and competencies are drawn from the Local Government Sector Competency Frameworks.

Applicants called for interview will be required to demonstrate the following competencies:

Competency Headings		Competency Description
1	Management and Change:	<ul style="list-style-type: none"> Understand and implement change and demonstrate flexibility and openness to change. Develop and maintain positive, productive and beneficial working relationships Effectively identifies and manages conflict and potential sources of conflict to reach beneficial solutions and positive outcomes. Uses diplomacy and tact to facilitate working relationships.
2	Delivering Results:	<ul style="list-style-type: none"> Translate the business or team plan into clear priorities and actions for their area of responsibility Plan work and allocation of staff and other resources effectively. Implement high quality service and customer care standards. Make decisions in a timely and well informed manner.

3	Performance Management:	<ul style="list-style-type: none"> • Lead and develop the team to achieve corporate objectives. • Effectively manage performance. • Successfully manages a range of different projects and work activities at the same time. • Structures and organises their own work and works collaboratively and effectively with others to achieve common goals.
4	Communicating Effectively:	<ul style="list-style-type: none"> • Have effective written and verbal skills. • Builds and maintains contact with colleagues and other stakeholders to assist in performing the role. • Acts as an effective link between various stakeholders. • Encourages open and constructive discussions around issues.
5	Personal Effectiveness:	<ul style="list-style-type: none"> • Take initiative and be open to taking on new challenges or responsibilities. • Manage time and workload effectively. • Maintain a positive and constructive and enthusiastic attitude to their role. • Has a clear understanding of the roles, objectives and targets and how they fit into the work of the Council's Housing Section and effectively communicates this to others.

8.4 STAGE 4 - PANELS

Panels may be formed and will be based on the order of merit resulting from the interviews. Applicants whose names are on a panel and who satisfy Kilkenny County Council that they possess the eligibility criteria declared for the office and that they are otherwise suitable for appointment may within the life of the panel concerned be appointed as appropriate vacancies arise. This may include permanent, fixed term and specific purpose vacancies. The Panel duration will be 12 months.

Prior to recommending any applicant for appointment to this position Kilkenny County Council will make all such enquiries that are deemed necessary to determine the suitability of that applicant. Until all stages of the recruitment process have been fully completed a final determination cannot be made nor can it be deemed or inferred that such a determination has been made. Should the person recommended for appointment decline, or having accepted it, relinquish it, or should additional vacancies arise, Kilkenny County Council may at its discretion, select and recommend another person for appointment on the results of this selection process. Future vacancies may be filled from the panel formed for this campaign.

All applicants having attend for interview will be provided with feedback regardless of placement on the Panel or not.

8.5 STAGE 5 - JOB SPECIFIC SUITABILITY TESTING

[If applicable to role]

8.6 FEEDBACK

All applicants will be provided with feedback in the form of an Individual Marking Sheet.

8.7 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 four-week period from the date their results were issued.

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.

8.8 OFFER LETTERS

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.

8.9 REFERENCES / EVIDENCES

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.

8.10 CLEARANCES (GARDA VETTING & PRE-EMPLOYMENT MEDICAL EXAMINATION)

8.10.1 **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.

8.10.2 **Pre-Employment Medical Examination:** Applicants will be subject to a pre-employment medical examination as referenced in **Section 7.7** above.

9.0 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.

9.1 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.

9.2 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.

9.3 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.

9.4 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.

9.5 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

9.6 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:

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

9.7 GENERAL DATA PROTECTION REGULATION (GDPR)

9.7.1 The General Data Protection Regulation (GDPR) came into force on the 25th May 2018, replacing the existing data protection framework under the EU Data Protection Directive.

9.7.2 In accordance with the principles of the General Data Protection Regulations, the information sought in relation to this recruitment campaign will not be used for any other purpose by Kilkenny County Council and will be destroyed in accordance with the Records Retention Policy. In the event of successful candidates taking up a position with Kilkenny County Council, your personal information will be held on your personnel file.

9.7.3 When an applicant submits an application for a competition, Kilkenny County Council create a computer record of the applicant's details. Information submitted with a job application is used in processing your application. Where the services of a third party are used in processing your application, it may be required to provide them with information, however all necessary precautions will be taken to ensure the security of your data.

- 9.7.4 To make a request to access your personal data please submit your request by email to 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).
- 9.7.5 Information in relation to an applicant's personal data held by the Kilkenny County Council are set out in our Human Resources Privacy Statement available at www.kilkennycoco.ie.