

KILKENNY COUNTY COUNCIL

LIFEGUARDS – SUMMER SEASON 2021

Competition Reference No: 2021.T.O.O.01

QUALIFICATIONS

1. CHARACTER

Applicants shall be of good character.

2. AGE

Applicants shall not be less than 17 years of age at 31st May, 2021

3. QUALIFICATIONS

Applicants must, by the latest date for receipt of completed applications:

- (i) Hold a current Water Safety Ireland Inland Open Waterway or Beach Lifeguard Qualification or have achieved this by 31st May, 2021, or equivalent qualification as recognised by International Lifesaving Federation (ILS)
and
- (ii) Have thorough knowledge of resuscitation including Cardio Pulmonary Resuscitation.
- (iii) Hold Certificate of Competence in Basic First Aid or have achieved this by 31st May, 2021.

APPLICATIONS SUBMITTED WITHOUT COPIES OF RELEVANT QUALIFICATIONS e.g. SWIMMING/LIFE SAVING QUALIFICATIONS, FIRST AID CERTIFICATE & BIRTH CERTIFICATE WILL NOT BE CONSIDERED.

4. RECRUITMENT

Selection shall be by means of a competition based on (1) Practical Test and (2) Interview as outlined hereunder:

1. PRACTICAL TEST:

a. TIMED SWIM

- Timed Swim: 200-meter Freestyle in not more than 4 minutes (starting in the water with Canbuoy/Rescue Tube and no tumble-turns).
- 100-metre tow with Canbuoy/Rescue Tube in not more than 4 mins. (efficiency and correct procedure)
- 25-meter approach, pick up a weighted manikin and carry 25-meter.
- 50-meter carry of weighted manikin with fins
- 20-meter head-up approach, surface dive and pick up submerged manikin and administer deep water resuscitation for 10 metres.
- Board Rescue. Approach on paddle board, position unconscious casualty on board, paddle back to end pool.

b. PRACTICAL BASIC LIFE SUPPORT ASSESSMENT TEST

- Practical BLS and AED Assessment as per WSI Local Authority Beach Lifeguard test syllabus (including General Aspects of Safe Lifeguarding – 10 Multiple Choice Questions).

Candidates must score 50% or more and be within the time limits for the timed swim and tow, to pass the test.

In the event that restrictions due to Covid 19 do not allow for the practical test to take place in the Pool, it will be switched to an outdoor venue.

2. INTERVIEW:

Applicants who pass the practical test will be asked to attend for interview and will be assessed during interview under the following categories:

- 1) Range & Depth of Relevant Experience
- 2) Interpersonal Skills
- 3) Proficiency in Lifeguard Knowledge

Kilkenny County Council will not be responsible for the payment of any expenses incurred by the applicants in presenting themselves for the practical test or interview. Appointments to a panel will be made in order of merit from the results of the tests and interviews.

5. HEALTH

- a. Applicants 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.
- b. For the purposes of satisfying this requirement, it will be necessary for all applicants who are offered a position following practical test and interview, to submit a letter to Kilkenny County Council, from his/her doctor confirming they are medically fit for the position of River Lifeguard.

6. POLICIES & PROCEDURES

The post-holder will be expected to abide & adhere to the policies and procedures applicable to Kilkenny County Council. These policies include but are not limited to:

- Child Protection Policy
- Grievance Policy and Procedure
- Disciplinary Procedure
- Dignity at Work
- Equality & Diversity Management

7. The employment is part-time and is for the Summer 2021 season only. The superannuation contributions of relevant scheme will apply.
8. Successful Applicants may be required to undertake other duties from time to time, such duties being reasonably consistent with the position of Lifeguard.
9. Successful Applicants will be subject to Garda Vetting & Reference checking prior to appointment.

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LIFEGUARD – TERMS OF EMPLOYMENT

HOURS OF DUTY:

The hours of duty will be as follows:

- 2.00 p.m. to 4.30 p.m.
- 5.00 p.m. to 7.30 p.m.
- Each day, seven-day week, from June to August [*Month of June will be weekends only*].

SALARY:

€13.00 per hour - maximum 35-hour week. Travel allowances will not apply, however, Kilkenny County Council will endeavour to facilitate successful applicants, in so far as is possible, to be stationed at locations within close proximity to where they live.

LIST OF DUTIES OF LIFEGUARD

The Lifeguard will be responsible to Kilkenny Local Authorities for performance of his/her duties. Duties will be as follows:

1. He/she should be on duty daily, in accordance with the above time.
2. Lifeguard uniform, provided by Kilkenny County Council, must be worn at all times while on duty. Uniforms must be returned to the County Council on termination of employment. Payment deductions will be made for any damage or modification of uniforms.
3. Equipment must be examined by the Lifeguard each day to ensure that it is in proper working order and ready for use, and any defects should be reported immediately to the Council through the Lifeguard Supervisor.
4. The Lifeguard will be responsible for the erection and removal of the appropriate flag(s).
5. The Lifeguard should patrol his/her area continuously and pay particular attention to danger places where the larger crowds congregate.
6. He/she should always be courteous to users and should give them any required information regarding currents, parts of the river that are dangerous to bathing etc.
7. If users are acting in an inappropriate manner, the Lifeguard should bring this fact to the notice of their Lifeguard Supervisor and/or Garda Siochana at the earliest opportunity.

8. He/she shall proceed instantly to all rescues and render all possible assistance where necessary.
9. At the end of each day, the Daily Report Forms of that day's work should be written up and kept available for inspection. Daily Report Forms should be given to the Council through the Lifeguard Supervisor at end of each week.
10. If, in the opinion of the Lifeguard, any matter requires attention, which cannot effectively be dealt with by him/her, he/she should immediately report it to the Council, through the Lifeguard Supervisor.
11. The Lifeguard shall keep fit by constant practice and shall swim each day.
12. Lifeguards must not arrive late for duty or leave early. Lifeguards will be expected to remain at their station for the hours they are rostered. Payment deductions will be made in the event of deviation from this.
13. Lifeguards must not sit in the hut while they are on-duty, unless weather conditions warrant that they take shelter. Even if they are in the hut due to inclement weather, they need to remain vigilant and continue to monitor any activity around the lifeguarded area.
14. He/she will carry out any other duties pertaining to the position as required by the Council.
15. Lifeguards will be employed during the Summer Season [June to August approximately]. The employment is purely temporary, terminable on one week's notice on either side.