

# KILKENNY COUNTY COUNCIL



## HUMAN RESOURCES DEPARTMENT

### Recruitment Guidance Booklet - Applicants

<b>Competition Name:</b>	<b>Information Systems Analyst</b>
<b>Competition ID:</b>	<b>2021/P/O/T/23</b>
<b>Competition Type:</b>	<b>Open</b>
<b>Competition Closing Date:</b>	<b>5pm, Wednesday 26th January, 2022</b>

## 1.0 DOCUMENT CONTROL

<b>DATE</b>	<b>COMMENTS/UPDATES</b>	<b>SIGNED OFF/UPDATED BY</b>
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### 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 €94 million and a multi-annual three-year capital budget of €160 million.

### 4.0 JOB REQUIREMENTS

#### 4.1 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.

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

##### 4.1.1 CHARACTER

Each candidate must be of good character.

##### 4.1.2 HEALTH

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

##### 4.1.3 EDUCATION, EXPERIENCE, ETC.

Each candidate must, on the latest date for receipt of completed application forms –

**(i)A)** A qualification at Level 8 on the National Framework of Qualifications (NFQ) major award (i.e. honours degree) in a relevant computing discipline **and** at least 3 years directly relevant, recent ICT hands-on experience from your employment to date.

**OR**

**(ii)B)** A qualification at Level 8 on National Framework of Qualifications (NFQ) major award (i.e. honours degree), or higher, with computing taken in the final year **and** at least 4 years directly relevant, recent ICT hands-on experience from your employment to date\*

**OR**

**(ii)B)** A level 7 NFQ major award qualification in a relevant computing discipline **and** at least 4 years directly relevant ICT hands-on experience from your employment to date\*

**OR**

**(iii)C)** A level 6 NFQ major award qualification in a relevant computing discipline and at least 5 years directly relevant ICT hands-on experience from your employment to date\*

**And**

**(iii)** have a satisfactory knowledge of public service organisation or the ability to acquire such knowledge.

\* **Relevant ICT hands-on experience should include, but is not limited to:** areas such as managing delivery of digital solutions, enterprise architecture, software and applications development projects involving a range of technologies and platforms covering web development, data management, database administration, business analysis/discovery, business intelligence and data analytics, DevOps, enterprise architecture, technical infrastructure delivery support, technical support, ICT service management, operations and server support, ICT/cyber security, mobile device management, virtualisation delivery support, database and application support, cloud computing, etc.

## **4.2 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:**

- Have relevant experience in an Application Support environment.
- Good knowledge of Agresso Financial Management System
- Good knowledge of Microsoft SQL server and SQL scripting
- Demonstrate a sound practical knowledge of IT Technical architectures, IT systems development and service delivery;
- Be well organised and practical, with a logical, analytical approach to problem solving;
- Demonstrate an aptitude and interest to remain up to date on IT trends and developments;
- Demonstrate an understanding of current developments in the application of Information Systems and be able to assimilate and interpret advice from specialists – technical and otherwise;
- Have experience in installation, configuration and support of PCs, laptops, tablets, smartphones and related hardware and software;
- Experience in Microsoft Cloud technologies such as Office 365, MS Teams and SharePoint Online;
- Experience using Virtualisation Technologies such as VMware;

- Experience using Software deployment tools such as Microsoft Endpoint Configuration Manager;
- Experience using Mobile Device Management such as AirWatch;
- Active Directory configuration and support experience including group policy configuration;
- Windows Server setup, configuration and Update maintenance;
- Anti-virus and threat management;
- Demonstrate knowledge of IT security standards and codes of conduct.

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 Applicant 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**

### **5.1 ROLE**

Kilkenny County Council invites applications from suitably qualified persons, who wish to be considered for inclusion on a panel from which temporary and permanent vacancies for Information System Analyst may be filled.

The person/s appointed will work under the direction and control of the Information Systems Project Leader or Head of Information Systems or other officer designated by the Director of Services or the Chief Executive.

## **6.0 JOB DUTIES AND RESPONSIBILITIES:**

### **6.1 DUTIES OF THE INFORMATION SYSTEMS ANALYST SHALL INCLUDE:**

The duties may include but are not limited to the following and the post holder may be required to perform other duties as appropriate to the post which may be assigned to him/her from time to time and to contribute to the development of the post while in office.

The main duties of the role of **Information System Analyst** include but are not limited to:

#### **SECOND LINE TECHNICAL SUPPORT IN AREAS SUCH AS:**

- User support for standard desktop software suite
- Agresso Financial Management Systems
- SQL Server Applications
- Troubleshooting PC's, printers, Servers, Systems, Mobile Devices, and other peripherals

- Helpdesk service
- Support for existing in-house systems
- Installation of new software
- Maintenance and support of existing browser-based applications.

**PROJECT TEAMS WORK SUCH AS:**

- Technical design and implementation of new applications and services
- Project meetings and assigned Project task work
- Training and Presentations.

**SYSTEMS ANALYSIS AND DESIGN SUCH AS:**

- Corporate Applications
- SQL based systems
- Data Analytics
- Data integration/warehousing/interfacing operations.

**OPERATIONS/ADMINISTRATION WORK SUCH AS:**

- Printing operations
- Document management and control
- IT Security operations
- Contract and Supplier Management.

**AND**

- Other duties as may be assigned from time to time.

The above specification is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post which may be assigned to him/her from time to time and to contribute to the development of the post while in office.

## **7.0 PARTICULARS OF OFFICE**

### **7.1 TYPE OF POST**

To form a panel from which Permanent, Fixed Term, Specific Purpose and where applicable Acting-Up contract 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 **€49,040 - €59,913 inclusive of LSI's**.

### **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. 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 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.

#### **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 will occasionally be required to work outside of office hours.

## **7.9 MOBILE PHONE**

The holder of the office will be required to carry/ use a County Council mobile phone during working hours and while on call.

## **7.10 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.

## **7.11 TRAVEL**

When required to do so holders of the office shall hold a full driving licence for class B vehicles free from endorsement and disqualification and, shall drive a motor car in the course of their duties and for this purpose provide and maintain a car to the satisfaction of the Local Authority.

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.

## **7.12 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.

## **7.13 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.

## **7.14 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.

## 7.15 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

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 should complete the Application Form on line via the advert link or through the following link <https://submit.link/xp> .

8.1.2 Applicants are required to submit their applications electronically, along with the required uploaded 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 through the link above, 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.

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;

### 8.2 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 Requirements as outlined in **Section 4.0** 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 criterion 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:

Management and Change	<ul style="list-style-type: none"> <li>➤ Demonstrates innovation and creativity to secure successful strategic outcomes.</li> <li>➤ Effectively manage the introduction of change and demonstrate flexibility and openness to change.</li> </ul>
Delivering Results	<ul style="list-style-type: none"> <li>➤ Develops realistic and challenging plans and policies, together with review processes to ensure that all relevant operations support the organisation's objectives.</li> <li>➤ Plan and prioritise work and resources effectively.</li> <li>➤ Establish high quality service and customer care standards.</li> <li>➤ Make timely, informed and effective decisions and show good judgement and balance in making decisions or recommendations.</li> <li>➤ Create opportunities or overcome obstacles by rethinking or reconceptualising practices or procedure.</li> </ul>
Personal Effectiveness, Personal Motivation and Initiative	<ul style="list-style-type: none"> <li>➤ Adopts a positive and constructive approach to work.</li> <li>➤ Sets challenging standards and achieves high quality outcomes.</li> <li>➤ Responds positively to the challenges of the role.</li> <li>➤ Manages own time effectively to achieve objectives.</li> </ul>
Communicating Effectively	<ul style="list-style-type: none"> <li>➤ Recognises the value of and requirement to communicate effectively. Has effective verbal and written communication skills. Has good interpersonal skills.</li> <li>➤ Presents ideas effectively to individuals and groups and delivers presentations suited to the nature and needs of the audience.</li> <li>➤ Writes fluently, clearly structuring written communication and demonstrates experience of report writing and correspondence in non-routine work situations.</li> <li>➤ Advocates a realistic approach and demonstrates experience of work-based dealings with a variety of individuals / agencies.</li> </ul>
Relevant Knowledge and Experience	<ul style="list-style-type: none"> <li>➤ Knowledge of the technical aspects required for the position.</li> <li>➤ Relevant experience to date.</li> </ul>

#### 8.4 NOTIFICATION OF SHORTLISTING/INTERVIEW RESULTS

Shortlisting and Interview results will be issued by Human Resources via the Submit.com portal 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 each competency score, as well as the Board comments and if successful at interview you will receive details of your Panel placing.

## **8.5 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, specific purpose and acting vacancies where applicable. 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.

## **8.6 STAGE 5 - JOB SPECIFIC SUITABILITY TESTING**

[Only applicable to certain roles e.g. Fire Service roles, Lifeguard roles].

## **8.7 FEEDBACK**

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

## **8.8 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 five working day 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.

## **8.9 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 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.

## **8.10 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.

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

8.11.1 **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.

8.11.2 **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](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).

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](http://www.kilkennycoco.ie).