



Comhairle Contae Thiobraid Árann
Tipperary County Council

TERMS AND CONDITIONS OF EMPLOYMENT
OF
GENERAL OPERATIVE, GRADE I

Note: Applicants must indicate the Area for which they wish to apply. Any applicant applying for more than one Municipal District must be aware that they may be required to attend for separate interviews for each District selected.

Depending on the number of applications received for this position shortlisting of candidates may apply. A separate panel is being formed for each District and shortlisting may not be necessary in each case. Where shortlisting is required for more than one District only one preliminary interview will be required. However, a separate final interview is required for each District selected by candidates.

Candidates should also note that depending on the role assigned, Garda Vetting may be a requirement for the post.

Payment is calculated on a fortnightly basis.

Qualifications:-

- (a) Be of good character
- (b) Be free from any defect or disease which would render him/her unsuitable to hold the employment and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service. The successful applicant will be required to undergo a medical examination when deemed necessary by the Local Authority.
- (c) Applicants must possess a current Safepass Card.
- (d) A current full Class B Driving Licence is highly desirable but not essential.

Holiday Entitlements:-

Annual Leave is 24 working days and Good Friday. Statutory Public Holiday entitlement applies.

Conditions of Employment:-

- (a) The employment is wholetime and is subject to the provisions of the Local Government (Superannuation Revision)(Consolidation) Scheme, 1998 and Public Service Superannuation (Miscellaneous Provisions) Act, 2004, Minimum Notice and Terms of Employment Act, 1973 and the Unfair Dismissals Act, 1977 and 1993.
- (b) Wages shall be at such rate as are fixed by the Local Authority from time to time – the present wage is €529.87 rising by annual increments to a maximum of €604.66 per week.

Pension and Retirement:-

- (i) Persons who become pensionable employees of a local authority who are liable to pay Class A rate of PRSI contribution will be required in respect of their superannuation to contribute to the local authority at the rate of 1.5% of their pensionable remuneration plus 3.5% of net pensionable remuneration (i.e. pensionable remuneration less twice the annual rate of social insurance old age contributory pension payable at the maximum rate to a person with no adult dependant or qualified children).
- (ii) Persons who become pensionable employees of a local authority who are liable to pay the Class D rate of PRSI contribution will be required in respect of their superannuation to contribute to the local authority at the rate of 5% of their pensionable remuneration.
- (iii) All persons who become pensionable employees of a local authority will be required in respect of the Local Government (Spouse's and Children's Contributory Pension) Scheme to contribute to the local authority at the rate of 1.5% of their pensionable remuneration in accordance with the terms of the Scheme.
- (iv) New members joining the Public Sector after the 1st January 2013 will be required to join the Single Public Service Pension Scheme. A rate of PRSI contribution will be required in respect of their superannuation to contribute to the local authority at the rate of 3% of their pensionable remuneration plus 3.5% of net pensionable remuneration (i.e. pensionable remuneration less twice the annual rate of social insurance old age contributory pension payable at the maximum rate to a person with no adult dependant or qualified children). This includes a contribution to a Spouse's and Children's Scheme.

Probationary Period:-

The first twelve months of service will be probationary. If a person is considered unsuitable either during or at the end of this period, employment will be terminated.

Working Week:-

Hours of work will be 8.00am to 4.30pm from Monday to Thursday and 8.00am to 3.30pm on Friday with a 15 minute brake each morning and lunch break of a half hour. Employees may be required to work overtime and payment will be in accordance with agreed rates. All hours worked will be subject to the provisions of the Organisation of Working Time (Regulations), 2001.

Employees must possess a current Safepass Card and evidence must be produced prior to interview.

Duties:-

A general operative will be required to carry out work of a manual nature. The person employed shall carry out, under the direction of his/her supervisor or other appropriate officers or supervisors, such duties as may from time to time be assigned.

General Operatives shall co-operate and participate in the Council's Emergency On-Call System.

**TIPPERARY COUNTY COUNCIL IS AN EQUAL OPPORTUNITIES
EMPLOYER**