
Job description

Date: July 2019

Department: City and Neighbourhood Services

Post ID number: CASCFF002

Section: Neighbourhood Services Section: Open Spaces and Streetscene

Job title: **OSS Sweeper Driver Labourer**

Grade: Grade 2

Main purpose of job

To be responsible to the relevant line manager to provide a manual and mechanical cleansing service within the Open Spaces and Streetscene Section. Drive and be responsible for the operation and maintenance of any allocated vehicle. To assist with labouring duties as required.

To undertake, usually as part of a small team, manual and mechanical sweeping and collection of sweepers bags in such areas as roadsides, footpaths, alleyways, parks, entries, litter bins etc.

Summary of responsibilities and personal duties

1. To report to and communicate daily with the relevant line manager for instructions and work schedules and rotas and to provide updates and information. Complete and collate any data and information (manual or computerised) and return all relevant paperwork as specified by management.
2. To ensure all daily squad routes are followed, all litter on the route is collected to include the emptying of litter bins, removal of litter from below litter bins and park benches and manual sweeps where required.
3. To transport members of staff to and from their place of work or routes etc from the area depot daily as required.
4. To use and operate any equipment and associated materials as required such as bin lifts, tail lifts, weighing equipment, hand truck, strapping equipment, use these safely to perform the relevant function and ensure that they are in good condition at all times.
5. To service free standing and pole mounted litterbins on route to the required standard.
6. To assist non-drivers with associated labouring work, for example, digging, sweeping, lifting waste and other relevant duties as required.
7. To drive and be responsible for allocated vehicle and any authorised passengers and ensure that the vehicle is not overloaded. To safely manoeuvre the vehicle on a daily basis.
8. To observe all driver daily checks, vehicle servicing and cleaning instructions that are issued and complete all duties involved. This includes, but is not limited to, changing and adjusting brushes, cleaning and adjusting water jets, greasing as required.
9. When driving a Precinct Sweeper, ensure the vehicle is filled up with water and any relevant chemicals as appropriate. Load the vehicle with waste, bags etc, remove bags and awkward household waste from passageways and entries etc., assisting labourers and other operatives with heavy items and other waste as appropriate.
10. In the event of an accident, incident or breakdown, notify management and/or garage immediately, be responsible for arranging the necessary repairs and servicing to vehicles with the Fleet Management Unit, and when a vehicle is unavailable assist with labouring and other appropriate duties.
11. When driving a mechanical sweeper be responsible for carrying out additional servicing/maintenance duties as required.
12. To ensure that all work is carried out to the required service standards and identify risks in the course of their duty and take the necessary remedial action.
13. To adhere to the appropriate driving guidelines, that is, driver's handbook, driver's daily checks, accident procedures and driver's procedures.
14. To ensure all Operator Licencing, Tachograph and Driver Regulations are complied with and that daily record sheets, for example, work records, fuel, mileage, defects, are recorded accurately and returned to the relevant manager in accordance with legislative requirements.

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15. To ensure all work is carried out in accordance with the Health and Safety at Work Act, council regulations and safe systems of work, this is to include the wearing of appropriate protective and reflective clothing, safety footwear and other PPE; the safe lifting of heavy objects and ensuring the safety of the public and other council staff where appropriate.
 16. To communicate with and provide information, advice and guidance to the public and deal with queries and complaints as required on site.
 17. To use radio and other telecommunication facilities as required to ensure effective communication with other members of the team and line management.
 18. To report incidents on “unsupervised” sites to the Police Service for Northern Ireland (PSNI) and emergency services.
 19. To attend court as required in order to provide witness statements on behalf of the council.
 20. To undergo periodic training as and when required and assist in on-the-job coaching and training, for example, new employees, work placements, temporarily assigned apprentices etc.
 21. To participate in all induction and in-service training provided by Belfast City Council and in the induction and support of all newly appointed staff and other human resource management policies and procedures, as appropriate, including, absence management, disciplinary and grievance procedure.
 22. To act in accordance with the council and departmental policies and procedures including customer care, equal opportunities, health and safety, safeguarding and any pertinent legislation.
 23. To undertake such other relevant duties as may from time to time be required.
 24. To undertake the duties in such a way as to enhance and protect the reputation and profile of Belfast City Council whilst adhering to the principle of high levels of customer care and customer focus.

This job description has been written at a time of significant organisational change, it will be subject to review, and amendment as the demands of the role and the organisation evolve. Therefore, the post-holder will be required to be flexible, adaptable and aware that they may be asked to perform tasks, duties and responsibilities which are not specifically detailed in the job description but which are commensurate with the role.

Employee specification

Date: 25 November 2021

Department: City and Neighbourhood Services

Post ID number: CASCFF002

Section: Neighbourhood Services Section: Open Spaces and Streetscene

Job title: **OSS Sweeper Driver/Labourer**

Grade: Grade 2

Essential criteria

Driving licence and experience

Applicants **must**, as at the closing date for receipt of application forms:

- (a) possess a full, current Category C1 driving licence which enables them to drive in Northern Ireland;
- (b) have a valid Driver Qualification Card (Driver Certificate of Professional Competence (CPC)); and
- be able to demonstrate on the application form, by providing personal and specific examples, at least one year's relevant experience in each of the following areas:
 - (c) driving in a commercial environment;
 - (d) cleaning an outdoor area, making sure tools and equipment are safely used in accordance with health and safety regulations; and
 - (e) dealing with members of the public, in person.

Please note that all eligible applicants, must undergo and successfully pass a driving assessment which enables them to drive large vehicles associated with the Category C1 licence as part of the selection process. Only those applicants who successfully pass the driving assessment, if required, will be invited to attend for interview for this post.

Special skills and attributes

Applicants **must** be able to demonstrate, by providing personal and specific examples, that they possess the following special skills and attributes which may be tested at interview:

Communication skills: The ability to communicate effectively orally and in writing, with team members and line managers.

Customer care skills: The ability to deal effectively with both internal and external customers to create a good impression and enhance and protect the image of Belfast City Council.

Health and safety: An understanding of basic health and safety responsibilities attached to the post to ensure the safety of other council employees and members of the public.

Equality of opportunity: A personal commitment to the promotion of equal opportunities and good relations and an awareness of the need to create a good impression to enhance and protect the image of the council.

Organisational and work planning skills: The ability to prioritise workload to achieve team objectives.

Team working skills: The ability to work in a team and on own to achieve team objectives.

Shortlisting criterion

In addition to the above driving licence, qualification and experience, Belfast City Council reserves the right to shortlist only those applicants who, as at the closing date for receipt of application forms, are able to demonstrate on the application form, by providing personal and specific examples, at least two years' relevant experience, in the three above noted areas (c) – (e).

Belfast City Council

Terms and conditions of employment

OSS Sweeper Driver / Labourer (Grade 2) (There are currently 12 permanent full-time posts)

Neighbourhood Services Section: Open Spaces and Streetscene

City and Neighbourhood Services Department

Job applicant privacy notice

Belfast City Council is the Data Controller under the UK General Data Protection Regulation (UK GDPR) for the personal data it processes relating to job applicants. Processing data from job applicants allows the council to manage the recruitment process, assess and confirm an applicant's suitability for employment and decide to whom to offer a job. It may also need to process data from job applicants to respond to and defend against legal claims.

If you apply for this job, you will be consensually providing your personal data to the council whose lawful basis for processing it is for the performance of a task carried out in the public interest or in the exercise of official authority.

The council will collect a range of information about you, including:

- your name, address and contact details, including email address and telephone number;
- details of your qualifications, skills, experience and employment history;
- information about your current level of remuneration, which may include benefit entitlements;
- whether or not you have a disability, or if your first language is not English, so that it can make reasonable adjustments, as required, during the recruitment process; and
- information about your entitlement or eligibility to work in the UK.

The council will collect this information in a variety of ways for example, by application forms, through forms of assessment, from interview or from your identity documents. It may also collect personal data about you from third parties, such as references, but it will only seek this data if you have been recommended for appointment to the post and it will inform you that it is doing this.

Your personal data will be shared internally within the council with staff who are involved in the recruitment process and, where necessary, between internal departments for the purpose of ensuring a fair, systematic and objective recruitment and selection process is in place. It may also be shared with external consultants appointed by the Council for the purposes of candidate attraction and selection, or for the purpose of language interpretation where appropriate.

Your personal data will not be shared or disclosed to any other organisation without your consent unless the law permits or places an obligation on the council to do so. Your data will be stored in a range of different places including the recruitment file, the HR information management system and other IT systems such as email. It will be held and stored by the council in a safe and secure manner in compliance with data protection legislation and in line with the council's Records Retention and Disposal Schedule.

The Council is also required to collect more sensitive personal data (known as special category personal data) in order to monitor applications for equal opportunities purposes. The equality monitoring information is removed from your application pack before your job application is considered, and is retained in compliance with the council's Records Retention and Disposal Schedule. Your sensitive personal data will not be shared without your consent unless the law permits or places an obligation on the Council to do so.

As a data subject, you have a number of rights. These include your right to:

- access and obtain a copy of your personal data on request;
- require the council to change incorrect or incomplete personal job applicant data; and
- require the council to delete or restrict processing your data.

If you have any queries regarding the processing of your personal data, please email jobs@belfastcity.gov.uk If you wish to contact the council's Data Protection Officer, please write to Belfast City Council, City Hall Belfast, BT1 5GS or send an email to dataprotection@belfastcity.gov.uk

Please see further details of the terms and conditions relating to this post set out below:

Appointment

The appointment will be made by the selection panel, but will be subject to ratification by the director of the relevant department.

There may be a reserve list of applicants drawn up for this post which would last for a maximum of 12 months. Should a similar post become vacant within this time, it may be offered to those on the reserve list, in order of merit, without further interview. For generic-type posts, this may include posts in another department. **These posts may be either full-time, part-time or job-share on a permanent, temporary or fixed-term basis.**

If you are offered and you accept a temporary position e.g. a temporary part-time position for 3 months, and another temporary part-time position arises from the same recruitment campaign e.g. for 1 year, regardless of whether or not you are still working in your temporary part-time position, you will not be offered any further temporary part-time position>.

However, in certain circumstances, when all relevant applicants on the reserve list for temporary vacancies, full-time or part-time, have been offered opportunities for which they expressed a preference on their application form, and if the timing of the reserve list is still valid and there are still temporary vacancies to fill before the reserve list expires, the council reserves the right to 'revisit' the reserve list in strict order of merit. This is the only time when an individual who has been appointed to a temporary position e.g. a temporary part-time position can be offered another temporary part-time position.

If a similar post does become vacant within this time, it will be offered to candidates on the reserve list in the following way:

1. Candidates will be initially contacted by telephone and **must** respond within three working days to accept or decline the post.
2. Candidates who cannot be contacted by telephone will be contacted by letter and **must** respond by telephone or by return of acceptance form within five working days of the date of the letter.

If candidates do not respond within the above time frames, the post will be offered, in order of merit, to the next person on the reserve list. The names of those candidates who have not responded within the above timeframes will be retained on the reserve list, in order of merit, to be considered for future vacant posts.

However, if candidates have been contacted on three separate occasions, and they have not responded within the above timeframes on these three occasions, the council will assume that they are no longer interested in the post and their names will be removed from the reserve list.

Should your contact telephone numbers or your address change since you submitted your application form, it is your responsibility to notify the HR Employee Resourcing Unit by emailing jobs@belfastcity.gov.uk with your new contact details.

There are currently 12 permanent, full-time posts in various locations. 10 posts are working day shift hours and 2 posts are working night shift hours.

Job details

Job description: please refer to the job description for details of the duties of the post.

Employee specification: please refer to the attached employee specification for details of any licences, experience, etc. which are required for the post. Should an applicant be recommended for appointment to this post, they will be required to produce official original proof of any licences, etc. they relied upon to support their application. Please also be advised that an applicant must provide evidence to demonstrate that they were in possession of such licences, etc. at the closing date for applications.

Please note, it will be a condition of appointment that if the successful applicant does not have a full, valid Driver Qualification Card (Driver Certificate of Professional Competence (CPC)), they will be expected to obtain the relevant CPC qualification within three months of commencing employment in the role).

Remuneration

The salary will be determined by the council in line with that determined by the National Joint Council for Local Government Services, currently Grade 2, SCP 6 to 9, £25,183 - £26,409 per annum, plus weekend enhancement and night rate, where appropriate, (in normal circumstances, the starting salary is the minimum point), paid fortnightly by direct payment by the Bankers Automated Clearing System (BACS) to a bank or building society account of your choice.

Please note that vacancies may arise in the future which include shift working and in this instance shift allowance (currently under review) will be paid, where appropriate.

The council reserves the right to transfer the post-holder onto monthly pay by BACS at any stage in the future without payment.

Location

The person appointed will be based initially in an area in which they are prepared to work (as indicated on their application form) but will be required to work in and visit other locations as operationally required. (Please see application form for list of areas and current vacancies).

Please note, the City and Neighbourhood Services Department reserves the right to transfer the person appointed to any other area depending on operational requirements.

Pre-employment checks

Prior to taking up duty the person recommended for appointment must:

- (a) Enter into an agreement which sets out the main terms and conditions of employment.
- (b) Provide evidence of the right to work and reside in the UK via either:
 - a digital identity check via the council's Identity Service Provider (IDSP). To use this method, you will need to hold a current UK or Irish biometric passport or passport card.
 - or
 - an original full UK birth certificate and original proof of national insurance number (for example, via national insurance card, P45 or payslip etc). No temporary national insurance numbers can be accepted.Individuals who do are unable to provide evidence of their right to work and reside in the UK via either of the methods above, must inform the council and a list of any official alternative documentation will be made available to them.
- (c) Produce official evidence of their qualifications, driving licence (both parts) as required. Please be advised that candidates must provide evidence to demonstrate that they were in possession of them at the closing date for applications.
- (d) Provide details of the bank or building society account to which their salary or wage will be lodged.
- (e) Pass satisfactorily a medical assessment by the council's Occupational Health Service provider.
- (f) Complete a disclosure of family relationships form.

(g) Complete a disclosure of criminal convictions form, under the Rehabilitation of Offenders (NI) Order 1978. All applicants who are recommended for appointment to a post within Belfast City Council must provide details in respect of any criminal convictions which are not regarded as 'spent' convictions. Any disclosed convictions will be taken into account only when the conviction is considered relevant to the post and will be seen in the context of the job, the nature of the offence and the responsibility for the care of existing client/customer and employees.

If the person appointed acquires a conviction throughout the course of their employment with Belfast City Council, they must bring this to the attention of their line manager/departmental HR representative. Failure to comply with this request can result in a breach of the terms and conditions of employment and may result in sanction or dismissal. Any information will be dealt with confidentially and help is available.

Please note that if an applicant is recommended for appointment, they must complete the pre-employment checks, outlined above, within 10 working days or consideration will be given to withdrawing the recommendation for appointment and no formal offer of appointment will be made.

Council policies

The person appointed will be required to comply with all current and future council policies, procedures, guidelines, agreed working practices and any relevant collective agreements incorporated into the contract of employment.

Conditions

The general conditions of service as prescribed from time to time by the National Joint Council for Local Government Services and by the council for its officers shall apply to the appointment and the Single Status Implementation Agreement dated 2007 as renegotiated from time to time is hereby incorporated into the contract of employment.

A copy of the council's Disciplinary Procedure and Grievance Procedure will be issued to all new employees at the council's Induction Course.

Please note if you are an applicant with previous local authority service in England, Scotland, Wales etc., you are advised to clarify your particular situation with regard to the continuity of this service, prior to accepting an offer of appointment from Belfast City Council.

Service and hours of duty

The hours of duty for the current vacancies are 37 per week, working five days per week, as follows:

Day shift: 7.30am – 3.30pm Monday to Thursday and 7.30am – 3pm on Friday

Day shift: 6.30am – 2.30pm Tuesday to Friday and 6.30am – 2pm on Saturday

Night shift: 11pm – 7am Monday to Thursday and 11pm – 6.30am on Friday

Night shift: 11pm – 7am Wednesday to Sunday (finishing at 6.30am on Friday)

Other posts may become available which may have alternative hours of duty, as follows:

Day shift: 7.30am – 3.30pm Tuesday to Friday and 7.30am – 3pm on Saturday

The person appointed may be required for operational reasons to work outside these hours, which may include working night shift, weekends, bank and public holidays.

Other posts may arise and be filled from a reserve list, these vacancies may comprise alternative hours of duty and working patterns to those stated above including part-time or job share hours.

Please note these hours of duty and rotas may be subject to change.

In accordance with the National Joint Council for Local Government Services National Agreement on Pay and Conditions of Service variations to the established working week or patterns of work will be reasonable and subject to adequate notice.

Annual leave

Annual leave and extra statutory, bank or public holiday entitlement is calculated in hours/minutes.

A person appointed on the standard full time hours of 37 per week will be entitled to 177.6 hours (24 days) annual leave, plus 88.8 hours (12 days) bank or other holidays.

Annual leave entitlement will be increased by 37 hours (5 days) in the case of officers who have not less than 5 years' continuous service and by a further 22.2 hours (3 days) in the case of officers who have not less than 10 years' continuous service.

Figures in brackets represent the number of days based upon a standard day of 7.4 hrs.

For individuals who do not work the standard full-time hours, annual leave and extra statutory, bank or public holiday entitlement will be calculated on pro-rata basis to their contracted hours, based on the standard full time hours of 37 per week and a standard day of 7.4 hours (i.e. 7 hrs 24 minutes).

Employees are entitled to a holiday with a normal day's pay for each of the statutory, general and public holidays as they occur. Where the balance of the employee's public / bank and statutory holiday entitlement has been exhausted, additional leave taken for public / bank and statutory holidays will be deducted from the employee's annual leave entitlement.

All employees required to work on extra statutory, bank or public holidays will be remunerated in accordance with Part 3, paragraph 2 of the National Joint Council for Local Government Services National Agreement on Pay and Conditions of Service.

The leave year commences on 1 April. If an employee starts part way through the annual leave year, the employee will receive annual leave entitlement on a pro rata basis, calculated on the number of days remaining in the current leave year from the first day of employment.

Sick leave

This scheme is intended to supplement Statutory Sick Pay and Incapacity Benefit so as to maintain normal pay during defined periods of absence on account of sickness, disease, accident or assault. Absence in respect of normal sickness is entirely separate from absence through industrial disease, accident or assault arising out of or in the course of employment with a local authority. Periods of absence in respect of one shall not be set off against the other for the purpose of calculating entitlements under the scheme. Employees are entitled to receive sick pay for the following periods:

During first year of service	one month's full pay and (after completing four months service) two months half pay
During second year of service	two months' full pay, and two months' half pay
During third year of service	four months' full pay, and four months' half pay
During fourth and fifth years of service	five months' full pay, and five months' half pay
After five years' service	six months' full pay, and six months' half pay

Superannuation

The person appointed will automatically become a member of the Local Government Pension Scheme (Northern Ireland) LGPS (NI) in line with scheme regulations. They may opt out of the scheme. However, the council is required to comply with automatic enrolment provisions and will automatically enroll the person appointed at certain times. Appointees (including for casual posts),

who do not meet the criteria for immediate automatic enrolment, can opt to join the scheme by contacting Payroll in writing (email payroll@belfastcity.gov.uk). The LGPS (NI) is administered by Northern Ireland Local Government Officers' Superannuation Committee (NILGOSC) (www.nilgosc.org.uk).

Travel

A van may be provided from time to time in order to carry out some of the duties of the post.

Uniform

Uniform clothing will be issued by the relevant department. The wearing of such uniform clothing will be a pre-requisite of appointment and it must only be worn whilst on duty. Only in exceptional circumstances will items be replaced. All items of clothing and other issued equipment will remain the property of the relevant department. Facilities for changing and storage will be available.

Canvassing

Canvassing in any form, oral or written, direct or indirect, will disqualify an applicant for appointment. Candidates can, however, contact the relevant department for further information about the post. The person from the relevant department who provides further information should not be a member of the selection panel.

Notice

The minimum period of notice to be given by an employee shall normally be the ordinary period from one payment of salary or wages to the next.

Belfast City Council may terminate an employee's employment with the council by giving the following period of notice:

Continuous service

One month or more but less than two years

Two years or more but less than twelve years

12 years or more

Period of notice

Not less than one week

Not less than one week for each year of continuous service

Not less than 12 weeks

Probationary period

The person appointed may be required to complete a six month probationary period, if this is a requirement of the relevant department, and during this time one week's notice will be given by the council to terminate employment.

Interview expenses

Reimbursement of interview expenses is not available.

Receipt of applications

Completed applications must be received by jobs@belfastcity.gov.uk by **4pm on Monday, 27 January 2025**.

Please note that it is the candidate's responsibility to ensure that their application form is submitted and received in the Human Resources Section via jobs@belfastcity.gov.uk by this closing date and time. Application forms must be submitted as an email attachment. Due to the council's Computer Use Policy and security protocols, storage services such as SkyDrive are not accessible. Applications submitted as a link to a storage service will not be accepted. No late application forms will be considered. No application forms, or supporting information in respect of an already submitted application form, will be considered after this date and time. Applications will not be accepted by fax.

We are unable to issue or receive any hard copy application forms, either by post or hand-delivered.

Short-listing and interview date

It is envisaged that short-listing for this post will take place on **Wednesday, 29 January 2025**.

Eligible candidates will be required to undertake a driving assessment associated with a Category C1 licence as part of the selection process. It is envisaged that these tests will take place in week commencing Monday, 3 and, or Monday, 10 February 2025.

Please note, only those candidates who successfully pass the driving assessment, if required, will be invited to attend interview.

It is also envisaged that **interviews** will be held via MS Teams in **week commencing Monday, 24 February 2025**.

The council will make all reasonable efforts to accommodate applicants who are unavailable on the specified interview date but it is under no obligation to do so.

Belfast City Council

Application for appointment as:

OSS Sweeper Driver / Labourer (Grade 2)

**(There are currently 12 permanent, full-time posts. Other full-time, part-time, job share, temporary and permanent posts may be filled from a reserve list.)
Neighbourhood Services Section: Open Spaces and Streetscene**

City and Neighbourhood Services Department

Name of Applicant:

Address:

The closing date for applications is **4pm on Monday, 27 January 2025**.

Completed application forms should be emailed to jobs@belfastcity.gov.uk and you will receive an automatic acknowledgement reply when your application has been received. If you don't receive an automatic acknowledgement reply within 30 minutes, please email jobs@belfastcity.gov.uk again to query this and, or confirm receipt of your application form (office hours are normally Mon-Thurs 8.30am-5pm, Fri 8.30am-4.30pm). You must receive an automatic acknowledgement reply **before** the closing date and time as we will not be able to accept applications that are sent but not received before the closing date and time.

Please note we are unable to issue or receive any hard copy application forms either by post or hand delivered. All application forms must be emailed to jobs@belfastcity.gov.uk

If you have a disability and require any reasonable adjustments, or your first language is not English and you require any assistance with any aspect of our recruitment and selection process, please email jobs@belfastcity.gov.uk

Belfast City Council is an equal opportunities employer and we welcome applications from all sections of the community



**Belfast
City Council**

Current vacancies

There are currently 12 permanent full-time vacancies, as follows:

Location	Number of vacancies	Day- or Night-shift
Area North	5	Dayshift
Area South	2	Dayshift
Area Central	2	Dayshift
Area West	1	Dayshift
Duncrue	2	Nightshift

Locations

Those appointed will be expected to work throughout all areas of the city.

The areas covered by the role of OSS Sweeper Driver/Labourer are detailed below.

In the boxes below, please indicate (by ticking ✓) which area(s) you would like to work in.

Candidates will only be offered vacancies in the locations which they have expressed an interest in working in.

Area North Area South

Area Central Area West

Area East Citywide

Duncrue

Please note, choice of area will be offered to candidates in order of merit based on performance at interview.

Signed:

Date:

Reserve List

In addition to filling the immediate vacancies, we also intend to create a reserve list of successful applicants, in strict order of merit based on performance at interview. We anticipate that this list will last for 12 months, or until it is exhausted, whichever is sooner.

Therefore, should a similar post to the immediate vacancies become available within this time we may offer it to those on the reserve list, in order of merit, without further interview.

These posts may be either on a permanent or temporary (including fixed term) basis and may be working full-time, part-time or job share hours.

Please indicate below whether you would be interested in a permanent or temporary (including fixed term) post working full-time, part-time or job share hours by ticking the appropriate box.

If you are interested in both permanent and temporary positions, please tick (✓) both boxes.

Contract type:

Permanent **Temporary (including fixed term)**

Hours of work:

Full-time **Part-time** **Job share**

You can apply for all positions and, if appointed to the reserve list, you will be considered for permanent and temporary vacancies and for full-time, part-time and job share hours.

If you apply for all positions, you can accept an offer of temporary employment without giving up your right to be considered for a permanent post. Similarly, you can accept a post working part-time hours without giving up your right to be offered a post working full-time hours.

It is important to note: If you are placed on the reserve list, you will only be offered vacant posts on the basis of the information you have provided above. For example, if you have ticked that you are applying for a permanent position only and a temporary position becomes available, we will not offer you this temporary post. Similarly, if you have ticked that you wish to be considered for full-time hours only and a part-time post becomes available, we will not offer you this part-time post.

Hours of duty

Please indicate below (by ticking✓) any of the hours of duty which you would be interested in working should a suitable vacancy arise:

Please note that the hours of duty for the current vacancies are 37 hours per week, working five days per week, as follows:

Day shift: 7.30am – 3.30pm Monday to Thursday and 7.30am – 3pm on Friday

Day shift: 6.30am – 2.30pm Tuesday to Friday and 6.30am – 2pm on Saturday

Night shift: 11pm – 7am Monday to Thursday and 11pm – 6.30am on Friday

Night shift: 11pm – 7am Wednesday to Sunday (finishing at 6.30am on Friday)

Other posts may become available which may have alternative hours of duty, as follows:

Day shift: 7.30am – 3.30pm Tuesday to Friday and 7.30am – 3pm on Saturday

Please note these hours of duty and rotas may be subject to change.

Please note, the person appointed may be required for operational reasons to work outside these hours, which may include working night shift, weekends, bank and public holidays.

Other posts may arise and be filled from a reserve list, these vacancies may comprise alternative hours of duty and working patterns to those stated above including part-time or job share hours.

Section 1: Personal details

Are you currently employed by Belfast City Council?

Yes No

If yes, please enter your staff number:

Have you been previously employed by Belfast City Council?

Yes No

If yes, please state your reason for leaving:

1. Your details

(a) Title: (Mr, Mrs, Ms, Miss, Mx, Dr etc)

(b) Forenames:

(c) Preferred name:

(d) Surname:

2. Contact details

(a) Telephone number:

(b) Email address:

(c) Address 1:

(d) Address 2:

(e) Town:

(f) County:

(g) Postcode:

3. Other information

National insurance number:

Section 2: Employment history

4.

(a) Details of current employment and current position held:

Name and address of current employer (if any):	Exact date employment commenced (dd/mm/yyyy):	Position held with current employer:	Salary:

(b) Details of previous employment and positions held:

Name and address of previous employer(s):	From: (dd/mm/yyyy)	To: (dd/mm/yyyy)	Position(s) held:	Salary:

Section 3: Driving licence and experience

5.
(a) Do you hold a full, current C1 category driving licence which enables you to drive in Northern Ireland?

Yes No

If you have answered yes to the above question, please also provide details of your driving licence number, start and expiry dates:

Licence number: _____ Start date: _____ Expiry date: _____

By providing this information, you are consenting to Belfast City Council verifying your licence details with the Driver and Vehicle Agency (NI).

• Do you possess a full, current Driver Certificate of Professional Competence (CPC) qualification?

Yes No

If you have a Driver Qualification Card (Driver Certificate of Professional Competence (CPC)), please provide details of the categories, start and expiry dates:

Categories: _____ Start date: _____ Expiry date: _____

You must complete the application form in either typescript (Arial font size 11) or legible handwriting using black ink. You must limit your text in this section, i.e. (bi) to (biii), to no more than one A4 page per criterion. You must not use continuation sheets. If you submit more than one page per criterion, the short-listing panel will only consider the first page of information and you may not be short-listed.

Applicants **must**, as at the closing date for receipt of application forms, be able to demonstrate by providing personal and specific examples on the application form, that they meet the experience as stated in the employee specification.

Essential criteria

(b) Applicants **must**, as at the closing date for receipt of application forms, be able to demonstrate by providing personal and specific examples on the application form, at least one year's relevant experience in each of the following areas:

- (i) driving in a commercial environment;
- (ii) cleaning an outdoor area, making sure tools and equipment are safely used in accordance with health and safety regulations; and
- (iii) dealing with members of the public, in person.

Short-listing criteria

In addition to the above experience, the council reserves the right to shortlist only those applicants who, in the second instance, are able to demonstrate on the application form, by providing personal and specific examples, at least two years' relevant experience, in the three above noted areas (b i) – (b iii).

In boxes (b i) - (b iii), please provide the following detail:

In box (b i), you must clearly state the start and end dates of your relevant experience including the number of years' experience you have in this area. You must clearly detail your job title; duties and responsibilities; the type of vehicles you have experience of driving; the type of commercial environment you have driven in; how you adhered to health and safety regulations; how you maintained the vehicle; any vehicle checks you completed, etc.

In box (b ii), you must clearly state the start and end dates of your relevant experience including the number of years' experience you have in this area. You must clearly detail your job title; duties and responsibilities; your general cleaning duties including the areas you cleaned; the specific cleaning duties you carried out; the equipment you used to do so; how you complied with Health and Safety regulations when carrying out cleaning duties including, for example the use of Personal Protective Equipment (PPE), using tools appropriately, etc.

In box (b iii) you must clearly state the start and end dates of your relevant experience including the number of years' experience you have in this area. You must clearly detail your experience of dealing directly, in person with members of the public how often you have dealt with members of the public; in what capacity; the type of dealings you have had; what queries or problems you assisted them with; any issues that you encountered; how you effectively dealt with these issues; how you ensured good quality customer service, etc.

(b i)

**Please demonstrate in this box, by providing personal and specific examples, that you have at least one year's relevant experience of driving in a commercial environment.
(Please note, Belfast City Council reserves the right to short-list only those applicants who can demonstrate at least two years' relevant experience in this area)**

Continuation sheets must not be used

**(b ii) Please demonstrate in this box, by providing personal and specific examples, that you have at least one year's relevant experience of cleaning an outdoor area, making sure tools and equipment are safely used in accordance with health and safety regulations.
(Please note, Belfast City Council reserves the right to short-list only those applicants who can demonstrate at least two years' relevant experience in this area)**

Continuation sheets must not be used

**(b
iii)**

Please demonstrate in this box, by providing personal and specific examples, that you have at least one year's relevant experience of dealing with members of the public, in person. (Please note, Belfast City Council reserves the right to short-list only those applicants who can demonstrate at least two years' relevant experience in this area)

Continuation sheets must not be used

Section 4: Other information

6. Notice required to terminate present position:

I certify that the above information is correct and understand that any false or misleading information, if proved, may result in no further action being taken on this application, or, if appointed, dismissal from the service of the council.

Signed:

Date:

Equal opportunity monitoring form

HR Reference number: 0000002948/

Belfast City Council is committed to ensuring that all eligible persons have equality of opportunity for employment and advancement in the council on the basis of ability, qualifications and aptitude for the work. To ensure the effective implementation of the Equal Opportunities Policy all applicants are requested to complete the following questionnaire. This questionnaire will be removed from your application form and will be strictly controlled in accordance with the Code of Practice on Monitoring agreed with Trade Unions.

This questionnaire will not be seen by either the short-listing or interview panels.

Personal details:**Date of birth:****Gender Identity:****What best describes your gender?**Man Woman Non-binary Prefer not to say I use another term (for example, Intersex), please specify: **Do you consider yourself to be trans* or transgender**?**Yes No Unsure Prefer not to say

* Trans can be used as an umbrella term to describe people whose gender is not the same as, nor does it sit comfortably with, the sex they were assigned at birth. Trans people may describe themselves using one or more of a wide variety of terms e.g. transgender, transsexual, gender-queer (GQ), gender-fluid, non-binary, crossdresser, genderless. The use of trans as an umbrella term may not be acceptable to all transgender people.

** Someone who intends to transition, is transitioning or has transitioned from the gender they were assigned at birth.

Family status:Married Single Divorced Separated Widowed Cohabitant Civil partnership Dissolved civil partnership Prefer not to answer Other, please specify **Ethnic origins:**White Indian Pakistani Bangladeshi Chinese Irish Traveller Black African Black Caribbean Prefer not to answer Black other, please specify Mixed ethnic group, please specify specify Other, please specify

Please state your nationality or citizenship (for example, British, Irish, Polish):

Official use only:Dob Gender Identity Status Ethnic origin Nation

Persons with and without a disability:

A person has a disability if they have “a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities” (Disability Discrimination Act, 1995)

Do you, in accordance with the above, have a disability?

Yes No
Prefer not to answer

Disability

If yes, please state nature of disability:

If No, have you ever had a disability?

Yes No
Prefer not to answer

History

While the selection panel will be made aware that you have a disability for the purposes of operating the Guaranteed Interview Scheme, they will not know the nature of your disability or if you need any reasonable adjustments as part of the recruitment and selection process unless you advise them.

Therefore, if you require any reasonable adjustments as part of the recruitment and selection process, please outline them:

If you wish to discuss any of this information further or you require any further clarification about the Guaranteed Interview Scheme, please feel free to contact our Helpline on **(028) 9027 0640** and we will be happy to help.

In addition, if you are aware of any adjustments that you will require, should you be successful in obtaining the job, please outline them:

Official use only:

Persons with and without dependants:

If yes, please tick the relevant box(es) below- you may tick more than one box

Do you look after or are you responsible for caring for anyone? Yes No

Dependants

If yes, please tick the relevant box(es) below- you may tick more than one box

Children Relative A person with a disability
 Prefer not to answer
 Other, please specify:

Sexual orientation:

What best describes your sexual orientation?

Bi
 Gay/lesbian
 Heterosexual/straight
 Prefer not to say
 I use another term, please specify:

Orientation

Religious affiliation or community background:

The council is required by The Fair Employment and Treatment (NI) Order 1998 to monitor the perceived religious affiliation or community background of its employees and applicants. In accordance with the Monitoring Regulations 1999, we are asking you to indicate the community to which you belong by ticking the appropriate box below:

I am a member of the Protestant community
 I am a member of the Roman Catholic community
 I am a member of neither the Protestant nor Roman Catholic communities
 Prefer not to answer

Code
 Method

Please note: If you do not complete this section, we are encouraged to use the 'residuary' method, which means that we can make a determination on the basis of personal information on your application form.

Religious belief or tradition:

Please specify your religious belief, for example, Christian, Hindu, Muslim:
 No religious belief
 Not disclosed

Religious belief

Additional information:

To monitor the effectiveness of our advertising, please indicate where you saw this job advertised:

Belfast Telegraph	<input type="checkbox"/>	Irish News	<input type="checkbox"/>	Newsletter	<input type="checkbox"/>
Sunday Life	<input type="checkbox"/>	Specialist journal	<input type="checkbox"/>	LinkedIn	<input type="checkbox"/>
Council trawl	<input type="checkbox"/>	Council website	<input type="checkbox"/>	Nijobfinder.co.uk	<input type="checkbox"/>
Facebook	<input type="checkbox"/>	Twitter	<input type="checkbox"/>	Word of mouth	<input type="checkbox"/>
Department of Learning, Jobs and Benefits	<input type="checkbox"/>	Executive search	<input type="checkbox"/>	Localgovernmentjobsni.gov.uk	<input type="checkbox"/>
Other, please state where:	<input type="text"/>				