
Job description

Date: 6 June 2023

Department: City and Neighbourhood Services

Post number: 1293

Section: Neighbourhood Services: Open Spaces and Streetscene

Job title: **Parks Operative**

Grade: Grade 3

Main purpose of job

To be responsible to the OSS Assistant Area Manager or other appropriate officer to drive and be responsible for the operation and maintenance of the allocated vehicle including, but not restricted to, van/trailer/tractor/ride on mower.

To maintain the orderly condition of all locations, that is, sweeping, hoeing, raking, mowing, edging, grass cutting, hedge cutting and pruning and the removal of litter, rubbish and hazardous materials and to carry out other cultural operations, for example, the planting of trees, shrubs and plants.

To assist, as required, with the inspection of playgrounds, play equipment and parks furniture and to undertake litter collection duties associated with these facilities to ensure they are maintained to set quality and safety standards.

Summary of responsibilities and personal duties

Driving, use of equipment and associated duties

1. To drive and be responsible for any allocated vehicle and trailer (within the postholder's driving licence category) and any authorised passengers. Also, to ensure that the vehicle is not overloaded and to ensure the proper and safe use of all ancillary equipment attached to allocated vehicle, eg gang mowers, rakes, trailer, fertiliser distributor etc.
2. To adhere to drivers' daily checks and accident/incident/vehicle defect procedures including the completion of all required documentation, including legal and tachograph compliance in an accurate and timely fashion.
3. To be responsible for the basic maintenance of allocated vehicle and ancillary equipment and to keep the vehicle and equipment clean.
4. To load, unload vehicles and move equipment and materials such as mowers, barrows, plants, soil, fertilisers, horticultural tools and sundries etc.
5. To use allocated technology and equipment such as digital cameras, communication and information systems, as required to enhance the postholder's ability to undertake their duties effectively and efficiently.

Gardening and horticultural duties

6. To maintain buildings which includes cleaning (sweeping, mopping and dusting), moving equipment and materials (tables, chairs etc).
7. To maintain the orderly condition of all locations, that is, sweeping, hoeing, raking, mowing, edging, grass cutting, hedge cutting and pruning and the removal of litter, rubbish and hazardous materials.
8. To maintain games facilities and areas including spiking, scarifying, top-dressing, fertilising and also marking of games areas and erection/dismantling of posts.
9. To maintain fine turf and grass areas such as bowling greens and cricket squares including maintenance of appropriate stock levels of equipment and materials.
10. To maintain all tools and equipment in a satisfactory condition including the cleaning of garden tools and basic cleaning and maintenance of lawnmowers.
11. To use powered hand tools and light plant to perform duties as required.
12. To carry out horticultural and minor arboricultural operations and maintenance, for example, the planting of trees, shrubs and plants and the work associated with specialised plant collections and displays, vegetable growing, hanging baskets, soil cultivation, manuring, seed sowing, site preparation and construction and assist in the development of horticultural schemes.
13. To carry out the recommended control measures for invasive species, weeds, pests and diseases including the application of chemical control methods including calibration of sprayers and identification of a range of pests, diseases and weeds.

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14. To work with community groups, volunteers and others to develop and maintain community gardens, allotments and other facilities.
 15. To assist with the preparation and running of events and activities on site. Collating information as required on users, for example, numbers attending.

General duties

16. To assist as required with the inspection of playgrounds, play equipment and parks furniture including the undertaking of some minor repairs. To undertake litter collection duties associated with these facilities to ensure they are maintained to set quality and safety standards.
17. To provide OSS Assistant Area Manager with all relevant information required for the preparation of statements and reports of evidence, to attend public liability claim hearings which involve the council and to attend court as required.
18. To report to management any accidents, incidents, defects, hazardous equipment, acts of vandalism and other park related incidents or complaints involving staff members or members of the public.
19. To advise on council Bye-Laws as required and promote orderly conduct and safety of the public by giving guidance/advice and dealing with any complaint in relation to the relevant site.
20. To complete all associated paperwork for example, daily records sheets.
21. To ensure effective communication with site users, other members of the team and line management. To provide information and assistance to site users in line with customer care standards.
22. To assist in on-the-job training and coaching, including apprentices and work placements.
23. To undergo training as and when required.
24. To ensure that work is carried out in accordance with Health and Safety legislation and council regulations, to include the wearing of safety boots and high visibility jacket.
25. To assist in emergency situations where appropriate, including the distribution of supplies and relevant advice.
26. To open and close entrances to gain access and exit to the workplace, as and when required.
27. 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.
28. 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.

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29. To undertake the duties in such a way as to enhance and protect the reputation and public profile of the council.
 30. To undertake such other relevant duties as may from time to time be required.

This job description has been written at a time of significant organisational change and 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: 5 June 2023

Department: City and Neighbourhood Services

Post number: 1293

Section: Neighbourhood Services: Open Spaces and Streetscene

Job title: **Parks Operative**

Grade: Grade 3

Essential criteria

Qualifications and experience

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

- a) possess a full, current Category C1+E driving licence which enables them to drive vehicles, including vehicle and plant trailer, in Northern Ireland; 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:
 - b) undertaking gardening and horticulture duties, for example, working with plants, including their care and treatment; grass cutting, hedge trimming, turfing and seed sowing, planting, sweeping, removal of litter and rubbish, etc;
 - c) using powered hand tools and equipment and ensuring that these tools and equipment are safe for use in accordance with health and safety regulations; and
 - d) dealing with members of the public in a face-to-face environment.

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+E 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.

(Please further note, those applicants who have undertaken and successfully passed a driving assessment for a C1+E licence with Belfast City Council in the past year will not be required to undertake a further test for this campaign.)

Special skills and attributes

Applicants must be able to demonstrate evidence of the following special skills and attributes, which may be tested at interview:

Communication skills: the ability to communicate effectively both verbally and in writing.

Health and safety knowledge: an understanding of the health and safety responsibilities of the post to ensure the safety of employees and members of the public.

Technical knowledge and skills: the ability to use horticultural tools and machinery with an understanding of horticultural techniques and plant types.

Customer care skills: the ability to deal with the public in a tactful and sensitive manner.

Initiative and team working skills: the ability to work on own initiative and as a member of a team.

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.

Shortlisting criteria

In addition to the above licence and experience, Belfast City Council reserves the right to shortlist only those candidates who, as at the closing date for receipt of application forms:

- in the first instance, have a full, valid Driver Qualification Card (Driver Certificate of Professional Competence (CPC)). **(Please note if this criterion is not applied, the successful candidate will be expected to obtain the relevant CPC qualification within three months of commencing employment in the role);** and
- 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) – (d).

Belfast City Council

Terms and conditions of employment

Parks Operative (Grade 3)

(There are currently nine permanent, full time posts and one permanent, job share post. Other full-time, part-time, job share, temporary and permanent posts may be filled from a reserve list.)

Neighbourhood Services: Open Spaces and Streetscene Section

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 are currently nine permanent, full time posts and one permanent, job share post in various locations (as detailed in the application form). For the job share post, terms and conditions will be applied on a pro rata basis.

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.

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 qualifications, 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 qualifications, 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 qualifications, 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 3, SCP 10 to 13, £26,835 – £28,163 per annum (pro rata to hours worked for job share posts) (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.

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

Applicants should note that the above salary is based on a 37 hour working week. Payment for the job share post will be on a pro rata basis that is, the salary will be based only on the contractual number of hours worked (as outlined below under Hours of duty).

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 and, or 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. An employee currently undertaking a temporary project/cover/review post will not be able to continue working for the remaining duration of this temporary post prior to taking up a permanent post, even if this temporary post is of a higher grade.

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

Full time posts

The hours of duty are 37 per week working 7.30am – 3.30pm Monday to Thursday, and 7.30am – 3pm on Friday.

When advised, you will also be required to work outside these hours for operational reasons including on extra statutory, bank and/or public holidays.

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

Job share post

The hours of duty are 16 per week working 7.30am – 4pm, Monday and Tuesday, but, when advised, you will be required for operational reasons to work outside of these hours including on extra statutory, bank and/or public holidays.

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

For the job share post, sick pay will be paid on a pro rata basis in accordance with the scheme.

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 vehicle 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	Period of notice
One month or more but less than two years	Not less than one week
Two years or more but less than twelve years	Not less than one week for each year of continuous service
12 years or more	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, 25 November 2024**.

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, driving assessment and interview dates

It is envisaged that short-listing for this post will take place on **Wednesday, 27 November 2024**.

Eligible candidates will be required to undertake a driving assessment associated with a Category C1+E licence as part of the selection process. It is envisaged that these tests will take place on Tuesday 10, Wednesday 11, Tuesday 17 and, or Wednesday, 18 December 2024.

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 **January 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:

Parks Operative (Grade 3)

(There are currently nine permanent, full time posts and one permanent, job share post. Other full-time, part-time, job share, temporary and permanent posts may be filled from a reserve list.)

Neighbourhood Services: Open Spaces and Streetscene Section

City and Neighbourhood Services Department

Name of Applicant:

Address:

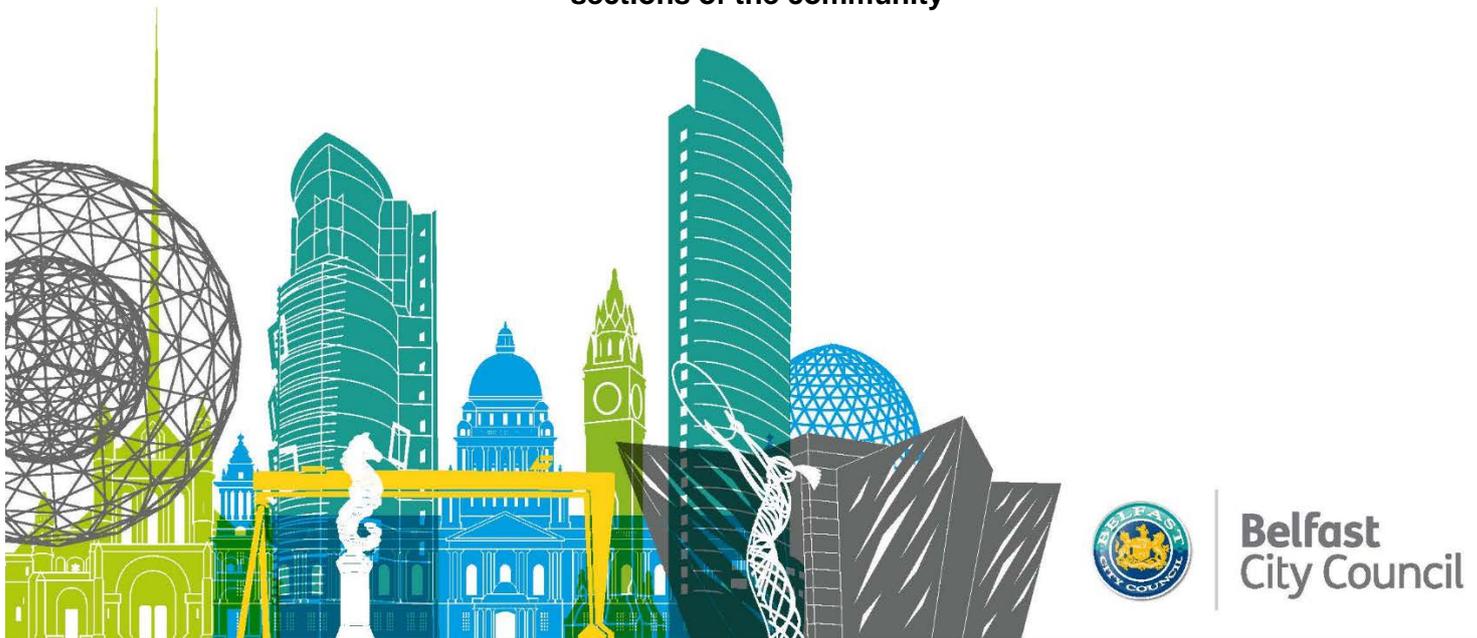
The closing date for applications is **4pm on Monday, 25 November 2024.**

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**

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, 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.

Neighbourhood Services: Open Spaces and Streetscene Services locations

Below is a list of all areas which are applicable to Neighbourhood Services: Open Spaces and Streetscene Section. A reserve list of successful candidates may be drawn up to last for a maximum of twelve months during which time similar posts may become available in other areas (as detailed below).

Please note that although you may be initially appointed to a specific area, the Neighbourhood Services: Open Spaces and Streetscene Section reserves the right to transfer you to any other area or location under the control of the section depending on operational requirements.

You may indicate an interest in all locations and, if appointed to the reserve list, will be considered for all vacancies. You will only be offered vacancies in the locations in which you have expressed an interest in working in.

In the boxes provided, please number, **in order of preference** (i.e. number 1 being your first choice, 2 being your second choice, and so on), the location(s) in which you would like to work.

Areas	Preference (1, 2, 3, etc)
<p>Area North Duncrue Complex, Grove Playing Fields, City of Belfast Zoological Gardens, and Woodvale Park and other outlying satellite sites. (There is currently one vacancy in Woodvale Park and one job share vacancy in Mallusk)</p>	
<p>Area East Ormeau Park, Victoria Park, Orangefield Playing Fields, Blanchflower Park, Roselawn Cemetery, Dundonald Cemetery, Tullycarnett Park, Henry Jones Playing Fields and Knockbreda Cemetery and other outlying satellite sites. (There are currently one vacancy in Ormeau Park and one in Victoria Park)</p>	
<p>Area South Sir Thomas and Lady Dixon Park, Botanic Gardens, Cherryvale Playfields, Barnetts Park, Clement Wilson Park and other outlying satellite sites. (There is currently one vacancy in Cherryvale Playfields, one in Botanic Gardens and two in Barnetts Park)</p>	
<p>Area West Falls Park, Musgrave Park, Dunville Park, City Cemetery and other outlying satellite sites. (There are currently one vacancy in Falls Park and one in Musgrave Park)</p>	

Please note the list of locations detailed under each area is not exhaustive and you may be required to work in and/or visit other locations.

Please note: The choice of locations will be offered to candidates in order of merit based on performance at interview. The council will endeavour to place successful candidates in their preferred location, but we cannot guarantee that this will be possible.

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 Category C1+E driving licence which enables you to drive vehicles, including vehicle and plant trailer, 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 CPC qualification?

Yes No

If you have answered yes to the above question, please also provide details of your Driver Qualification Card (DQC) categories and expiry date:

Categories: _____ Expiry date: _____

(Please note if you do not possess this qualification and are appointed to this post, you will be expected to obtain the relevant Driver CPC qualification within three months of commencing employment in the role.)

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. (b) to (d), 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

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

- (b) undertaking gardening and horticulture duties, for example, working with plants, including their care and treatment; grass cutting, hedge trimming, turfing and seed sowing, planting, sweeping, removal of litter and rubbish, etc;
- (c) using powered hand tools and equipment and ensuring that these tools and equipment are safe for use in accordance with health and safety regulations; and
- (d) dealing with members of the public in a face-to-face environment.

Short-listing criteria

In addition to the above driving licence and experience, Belfast City Council reserves the right to shortlist only those candidates who, as at the closing date for receipt of application forms:

- in the first instance, have a full, valid Driver Qualification Card (Driver Certificate of Professional Competence (CPC)). **(Please note if this criterion is not applied, the successful candidate will be expected to obtain the relevant CPC qualification within three months of commencing employment in the role);** and
- 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) – (d).

In boxes (b) to (d) below, please provide the following detail:

(b)

You must clearly state the start and end dates of your relevant experience including the number of years' experience you have in this area. Please detail the types of gardening and horticulture work you have carried out and for whom; where you carried this work; the range of duties you have undertaken, the types of plants you have worked with including their care and treatment; the methods you used to control weeds, pests and diseases; any chemicals or pesticides which you have experience of using; the types of gardening equipment you have used when carrying out this work; etc.

(c)

You must clearly state the start and end dates of your relevant experience including the number of years' experience you have in this area. Please detail the power hand tools and equipment that you have used and how you ensured that this equipment was safe for use; how you ensured this equipment which you have used was used in accordance with health and safety regulations including any specific precautions which you took; etc.

(d)

You must clearly state the start and end dates of your relevant experience including the number of years' experience you have in this area. Please detail the range and types of members of the public you have dealt with; how you dealt with members of the public; the range of situations in which you have dealt directly with the public; how these duties were in a face-to-face environment; etc.

(b)

Please demonstrate in this box, by providing personal and specific examples, that you have at least one year's relevant experience of undertaking gardening and horticulture duties, for example, working with plants, including their care and treatment; grass cutting, hedge trimming, turfing and seed sowing, planting, sweeping, removal of litter and rubbish, etc;
(Please note, Belfast City Council reserves the right to short-list only those applicants who, in the second instance, can demonstrate at least two years' relevant experience in this area)

Continuation sheets must not be used

(c)

Please demonstrate in this box, by providing personal and specific examples, that you have at least one year's relevant experience of using powered hand tools and equipment and ensuring that these tools and equipment are safe for use in accordance with health and safety regulations.

(Please note, Belfast City Council reserves the right to short-list only those applicants who, in the second instance, can demonstrate at least two years' relevant experience in this area)

Continuation sheets must not be used

(d)

Please demonstrate in this box, by providing personal and specific examples, that you have at least one years' relevant experience of dealing with members of the public in a face-to-face environment.

(Please note, Belfast City Council reserves the right to short-list only those applicants who, in the second instance, 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: 0000002883/

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
 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"/>				