

MONAGHAN COUNTY COUNCIL
Comhairle Contae Mhuineacháin

Post of Temporary Environmental Technician Grade I - (1 year contract)

Details of Post

1. Position

The position is wholetime, temporary and pensionable.

The post holder shall not engage in any gainful occupation, other than as an employee of a local authority, to such an extent as to impair the performance of his or her duties as an employee of a local authority or in any occupation which might conflict with the interests of the local authority or which might be inconsistent with the discharge of his or her duties as a local authority employee. The minimum age at which pension is payable is 65 years of age, for new entrant public servants, on or after 1st April, 2004.

2. Salary

The salary shall be fully inclusive and shall be as determined from time to time. Holders of the post shall pay to the local authority any fees or other monies (other than their inclusive salary) payable to or received by them by virtue of their office or in respect of services which they are required by or under any enactment to perform.

Current salary scale: €37,632, €38,275, €39,117, €39,961, €40,788, €41,628, €42,394 LSI 1 €43,808, LSI 2 €45,227

3. Particulars of Position:

- (a)** The post will be temporary, whole time and pensionable.
- (b)** The holder of the post will be required to serve in the Municipal District of Carrickmacross-Castleblayney, Carrickmacross Civic Offices, Riverside Road, Carrickmacross, Co.Monaghan or wherever assigned by the local authority.
- (c)** Monaghan County Council reserves the right to, at any time, assigns an employee to any premises in use by the Council now or in the future.

4. Annual Leave

The annual leave entitlement for this post will be **23 days** per annum.

5. **Residence**

The post holder shall reside in the district in which his or her duties are to be performed or within a reasonable distance thereof.

6. **Duties**

The duties of the position are to give to the local authority and

- (a) such other local authorities or bodies for which the Chief Executive, for the purposes of the City and County Management Acts/Local Government Reform Act 2014, is Chief Executive, and
- (b) to any other local authority or body with which an agreement has been made by the local authority or by any of the authorities or bodies mentioned in sub-paragraph (a) of this paragraph,

under the direction and supervision of the appropriate officer such environmental and other technical services of an advisory or executive nature as may be required by any local authority or body hereinbefore mentioned in the exercise and performance of any of its powers, functions and duties, including the duty of assisting the appropriate officer in the supervision of such services of any of the foregoing local authorities or bodies and, when required to do so, to perform the duty of acting for a Technician of higher rank during the absence of such officer of higher rank. Post holders may be assigned to work in all appropriate areas in the course of their employment.

7. **Recruitment**

- (i) Selection shall be by means of a competition based on an interview conducted by or on behalf of the local authority. Applicants may be shortlisted for interview based on the information submitted including relevance and extent of experience and qualifications held.
- (ii) A panel may be formed on the basis of such interviews. Candidates whose names are on a panel and who satisfy the local authority that they possess the qualifications declared for the post and that they are otherwise suitable for appointment may within the life of the panel be appointed as appropriate vacancies arise. The life of the panel will not be more than one year from the date of the formation of the panel.
- (iii) The local authority shall require persons to whom appointments are offered to take up such appointments within a period of not more than one month and if they fail to take up the appointments within such period or such longer period as Monaghan County Council in its absolute discretion may determine, the local authority shall not appoint them.
- (iv) Each candidate may be required to submit as references the names and addresses of two responsible persons to whom he/she is well known but not related. Candidates may be required to submit documentary evidence to the local authority in support of their application.

8. **Probation**

Where persons who are not already permanent employees of a local authority are appointed, the following provisions shall apply -

- (a) there shall be a period after such appointments take effect during which such persons shall hold such position on probation;

- (b) such period shall be one year but the Chief Executive may at his/her discretion extend such period;
- (c) such persons shall cease to hold such position at the end of the period of probation unless during such period the Chief Executive has certified that the service of such persons is satisfactory.

9. **Superannuation**

A person who becomes a pensionable employee of a local authority who is liable to pay the Class A rate of PRSI contribution will be required in respect of superannuation to contribute to the local authority at the rate of 1.5% of pensionable remuneration plus 3.5% of net pensionable remuneration (i.e. pensionable remuneration less twice the annual rate of social insurance old age contributory pension payable at the maximum rate to a person with no adult dependant or qualified children).

A person who become a pensionable employee of a local authority who is liable to pay the Class D rate of PRSI contribution will be required in respect of his/her superannuation to contribute to the local authority at the rate of 5% of pensionable remuneration.

A person paying Class D rate of PRSI who becomes a pensionable employee of a local authority will be required in respect of the Local Government (Spouses and Children's Contributory Pension) Scheme to contribute to the local authority at the rate of 1.5% of pensionable remuneration in accordance with the terms of the scheme.

A person paying Class A rate of PRSI who becomes a pensionable employee of a local authority will be required in respect of the Local Government (Spouses and Children's Contributory Pension) Scheme to contribute to the local authority at the rate of 1.5% of net pensionable remuneration (i.e. pensionable remuneration less twice the annual rate of social insurance old age contributory pension payable at the maximum rate to a person with no adult dependant or qualified children).

Employees are admitted to the Superannuation Scheme in accordance with the terms of the Local Government Superannuation (Consolidation) Act, 1998 and the Superannuation (Miscellaneous Provisions) Act 2004, with effect from date of appointment. This scheme is contributory and provides pension, retirement and death gratuities.

In order for a new entrant to the scheme to qualify for a pension, he/she must have served a minimum of two years employment in a local authority.

For new entrants under the **Single Public Service Pension Scheme** effective from 01/01/2013 superannuation contributions are as follows :

3.5% of net pensionable remuneration and 3% of pensionable remuneration. Pension and retirement lump sum based on career-average pay; pensions will be co-ordinated with the State Pension Contributory (SPC).

10. Retirement:

In general, there is no specific retirement age for appointees to this position. However, for appointees who are deemed not to be “new entrants” as defined in the Public Service Superannuation (Miscellaneous Provisions) Act 2004, retirement is compulsory on reaching 65 years of age.

Effective from 1st January 2013, **The Single Public Service Scheme** applies to all first-time new entrants to the public service, as well as to former public servants returning to the public service after a break of more than 26 weeks.

Retirement age set, initially, at 66 years; this will rise in step with statutory changes in the State Pension Contributory (SPC) age to 67 years in 2021 and 68 years in 2028.

Compulsory retirement age will be 70.

11. Shortlisting

Normally the number of applications received for a position exceeds that required to fill existing and future vacancies to the position. While a candidate may meet the eligibility requirements of the competition, if the numbers applying for the position are such that it would not be practical to interview everyone, Monaghan County Council may decide that a number only will be called to interview. In this respect, Monaghan County Council provide for the employment of a short listing process to select a group for interview who, based on an examination of the application forms, appear to be the most suitable for the position. An expert board will examine the application forms against a pre-determined criteria based on the requirements of the position. This is not to suggest that other candidates are necessarily unsuitable or incapable of undertaking the job, rather that there are some candidates, who based on their application, appear to be better qualified and/or have more relevant experience. **It is therefore in your own interest to provide a detailed and accurate account of your qualifications/ experience on the application form.**