



Comhairle Cathrach  
& Contae **Luimnigh**

**Limerick City**  
& County Council

## **BRIEFING DOCUMENT, APPLICATION & SELECTION PROCESS**

### **TEMPORARY LIFEGUARD** **SUMMER 2020**

#### **The Position**

Limerick City and County Council is responsible for the promotion of water safety and the prevention of the loss of life by drowning within the boundary of Limerick and on the rivers and navigation channels. The Council works closely with the local Fire & Rescue services, Civil Defence units and local Search & Rescue units.

#### **Duties:**

Lifeguards will be expected to:

- safeguard the public by maintaining surveillance over an assigned bathing area
- perform beach, and water rescues in coastal & inland areas
- advise the public on aquatic/beach bye-laws and state legislation
- warn the public of dangerous conditions and post warning devices
- administer medical aid and perform cardio-pulmonary resuscitation
- testify in court regarding matters of enforcement and litigation
- keep records and write reports on all lifesaving activities
- maintain safety equipment, facilities and supplies
- assist in conducting aquatic events and water safety programmes
- maintain a daily training routine unless they are engaged in lifesaving operations
- this list may not include all duties required as the nature of a Beach Lifeguard's work may lead to unforeseen lifesaving situations ashore

#### **Rate of Pay:**

€462.41 per 37 hour week/ €278.07 per 22¼ hour week

#### **Pension:**

The Local Government Superannuation Scheme applies

#### **Annual Leave:**

22 days per annum

#### **Hours of Work:**

Determined in order of merit following interview, Lifeguards will be required to work either a 37 hour week or a 22¼ hour week of irregular hours to coincide with tidal conditions and bathing periods, **including split shifts, work at weekends and particularly over holiday weekends**. Successful applicants must be available for duty for the June Bank Holiday weekend, **all other weekends in June** and full-time for the months of July and August 2020.

## The Person

Candidates will demonstrate through their application and at the interview that he/she:

- (i) holds as a minimum, a current Irish Water Safety Beach Lifeguard Award or an equivalent qualification as recognised by the International Lifesaving Federation (ILS)
- (ii) has thorough knowledge of resuscitation including Cardio Pulmonary Resuscitation
- (iii) is not less than 17 years of age on 18<sup>th</sup> May 2020

Other qualifications that are desirable: S-VHF Certificate, First Aid, ISA Powerboat Level 2 or higher, Manual Handling, Occupational Health & Safety Certificate

## Application Process

Completed application forms must be **e-mailed** to [recruitment@limerick.ie](mailto:recruitment@limerick.ie) **no later than Wednesday, 11<sup>th</sup> March 2020.**

An official application form must be completed in full by the closing date for the competition. Please note that amendments to the application form will not be accepted after the closing date.

Please send your application from an e-mail address that you will review regularly as communication during the assessment/selection period will only be through that e-mail address.

## Selection Process

Candidates will initially be assessed to ensure that he/she meets the minimum qualifications set down above under *The Person*.

Candidates will then be assessed on the basis of the information contained in their application form to determine, having regard to the requirements of the position, the person specification, and the number who have applied, if they should be called for interview.

All candidates will be required to undergo a practical test in Basic Life Support (BLS) swimming ability, lifesaving techniques and a theory test conducted by an examiner(s) nominated by Irish Water Safety. The **Basic Life Support Assessments will be held on Sunday, 5<sup>th</sup> April 2020** and will incorporate the following elements:

### **Practical Basic Life Support (BLS) Assessments:**

- Practical assessment of basic life support skills
- General aspects of safe lifeguarding (10 questions)

### **Timed Swim**

- 200m freestyle in less than 4 minutes (starting in the water with canbuoy/rescue tube and no tumble turns)
- 200m swim timed (if candidate's swim is outside 4 minutes, the candidate **fails** the Timed Swim Assessment)

## Pool Assessment

- 100m tow with canbuoy/rescue tube in not more than 4 minutes
- 25m approach, release and 25m carry (front double)
- 25m approach, release and 25m carry (rear double)
- Spinal injury management in shallow water (splint or clamp)
- Underwater search 25m locate and pick up submerged manikin, exchange at surface for subject and administer deep water resuscitation for 10m
- 20 m approach, surface dive and deep water resuscitation
- Board Rescue

## Interview:

Candidates who are successful at the water test will be required to attend for interview. Offers of employment will be made in order of merit from the Report of the Interview Board.

The Council will not be responsible for the payment of any expenses incurred by the candidates in presenting themselves for practical test/interview.

Candidates at the interview will be assessed and marked on the following areas:

<b>Knowledge &amp; Experience</b> <b>50</b>	<b>General Suitability</b> <b>150</b>
<ul style="list-style-type: none"><li>• Experience to date</li><li>• Job knowledge</li></ul>	<ul style="list-style-type: none"><li>• Communication/interpersonal skills</li><li>• Initiative/judgement/motivation</li><li>• Understanding of role &amp; awareness of work environment/health &amp; safety</li></ul>

Candidates at interview must achieve a minimum 50% of the total marks available to qualify for inclusion on a panel.

It may be necessary for all candidates who are successful at the practical test and the interview to undergo at his/her expense a medical examination by a qualified medical practitioner to be nominated by the Council. On taking up employment, the expense of the medical will be refunded to the candidate. Visionary or other medical conditions must be rectified before employment.

Before employment, candidates will be required to submit documentary evidence to Limerick City & County Council in support of their application. Original current valid Lifeguard award must be submitted to Human Resources prior to attendance for swim and resuscitation examination.

The Garda Vetting process will be carried out in respect of all applicants. A Garda Vetting form must be fully completed by every candidate. The Parent/Guardian Consent Form should only be completed in respect of candidates who are under 18 years.