& Contae **Luimnigh**

Limerick City
& County Council

General Operative

&

Driver Plant Operator A

(General Operative (C1 Licence)

CLOSING DATE: 26th November 2026

Comhairle Cathrach & Contae **Luimnigh**

Limerick City & County Council

BRIEFING DOCUMENT, APPLICATION & SELECTION PROCESS

GENERAL OPERATIVE
&
DRIVER PLANT OPERATOR A
(GENERAL OPERATIVE (C1 LICENCE))

The Position(s):

Limerick City and County Council is now inviting applications from suitably qualified candidates for inclusion on the following panels:

1. **General Operative**
2. **Driver Plant Operator A** – *General Operative (C1 Licence)*

Once established, these panels may be used to fill permanent, temporary, and seasonal positions for the duration of the panel's lifetime.

Please note that this is a county-wide panel. Successful candidates may be assigned to any location across Limerick City and County.

The roles involve a range of general, manual, and related operational duties, as determined by the local authority. Appointees will work under the direction of the Senior Executive Engineer, District Supervisor, General Services Supervisor, or another officer nominated by the Director of Services or Director General.

Why Join Us?

Limerick City and County Council pride ourselves on fostering a positive workplace culture where teamwork, respect, and continuous learning are at the heart of what we do.
You'll have the chance to contribute to the local community to help maintain and improve local services, such as roads, drainage, parks and public spaces. You will be involved in a wide range of practical tasks which will contribute to community enhancement.

What We're Looking For:

- Good communication, teamwork ability, and strong initiative
- An understanding of health and safety requirements and safe work practices
- A positive attitude, reliability, and the ability to work in a fast-paced outdoor environment
- Flexibility in relation to working hours and emergency response
- Full, clean Category C1 driving licence (for General Operative Driver C1 Licence Competition)
- Valid Safe Pass card (for both General Operative and General Operative Driver C1 Licence Competition)
- Have satisfactory experience relative to general, manual and related operational duties
- Such other duties may be assigned to them from time to time

What We Offer:

- A dynamic and inclusive work environment
- Opportunities for training, development, and career progression
- A culture that values employee engagement and wellbeing

1. GENERAL OPERATIVE COMPETITION:

Key Responsibilities:

- Road and footpath maintenance including drainage, tar patching, and opening inlets
- Street cleaning and waste control
- Pipe laying, concrete work, block laying
- Erecting fencing and netting
- Grass cutting, planting, and general outdoor maintenance
- Power washing
- Vegetation clearance and riverbank maintenance
- Repair of minor structures such as small bridges and culverts
- Driving plant and machinery as required

- Attend to emergency work outside of normal working hours
- Participation in winter maintenance and road programmes when requested
- Such other duties may be assigned to them from time to time

The person(s) employed will be required to perform assigned duties exercising duty of care, in the interest of safety of oneself, fellow employees and the general public, at all times in compliance with Limerick City and County Council's Health and Safety Management system.

Employee Benefits:

- Salary: €1,401.54 –€1,565.24 fortnightly
- Leave: 25 days annually (including Good Friday)
- Hours: 39 per week
- Location: Anywhere within Limerick City and County Council
- Superannuation scheme in place

Essential Requirements:

- Valid Safe Pass card
- Full, clean Category B driving licence
- Have satisfactory experience relative to the duties outlined
- Good communication and interpersonal skills
- Self-motivated with a record of demonstrating initiative and ability to use judgement in a workplace environment
- Capacity to contribute to and work well in a team
- Sufficient knowledge and understanding of Health & Safety requirements
- Flexibility in terms of working hours as the duties can involve working outside of normal hours as required.

How to Apply

- Email completed application form to recruitment@limerick.ie before the stated closing date
- Selection Process
- Eligibility check
- Shortlisting may apply
- Competitive interview (online/in person)
- Panel formation for future vacancies

The Person:

Each candidate must, on the latest date for receipt of completed application forms;

1. **Character**

Candidates shall be of good character

2. **Health**

Be in a state of health as would indicate a reasonable prospect of ability to render regular and efficient service.

3. **Education, training, experience etc.**

Each candidate must, on the latest date for receipt of completed application forms;

1. Have reached a standard of education sufficient to enable them to carry out the duties assigned to them satisfactorily
2. Have satisfactory experience relative to the duties outlined
3. hold a valid Safe Pass Card

Desirable

1. Have a current B Driving Licence
2. Experience in working on roads with live traffic
3. Selected CSCS Qualifications

2. DRIVER PLANT OPERATOR A - (GENERAL OPERATIVE (C1 LICENCE)) COMPETITION

Key Responsibilities:

- Road and footpath maintenance including drainage, tar patching, and opening inlets
- Street cleaning and waste control
- Pipe laying, concrete work, block laying
- Erecting fencing and netting
- Grass cutting, planting, and general outdoor maintenance
- Power washing
- Vegetation clearance and riverbank maintenance
- Repair of minor structures such as small bridges and culverts
- Driving plant and machinery as required
- Attend to emergency work outside of normal working hours
- Participation in winter maintenance and road programmes when requested

- Such other duties may be assigned to them from time to time

The person(s) employed will be required to perform assigned duties exercising duty of care, in the interest of safety of oneself, fellow employees and the general public, at all time in compliance with Limerick City and County Council's Health and Safety Management system.

Employee Benefits:

- Salary: €1,575.58 –€1,622.70 fortnightly
- Leave: 25 days annually (including Good Friday)
- Hours: 39 per week
- Location: Anywhere within Limerick City and County Council
- Superannuation scheme in place

Essential Requirements:

- Valid Safe Pass card
- Full, clean Category C1 driving licence
- Have satisfactory experience relative to the duties outlined
- Good communication and interpersonal skills
- Self-motivated with a record of demonstrating initiative and ability to use judgement in a workplace environment
- Capacity to contribute to and work well in a team
- Sufficient knowledge and understanding of Health & Safety requirements
- Flexibility in terms of working hours as the duties can involve working outside of normal hours as required.

How to Apply

- Email completed application form to recruitment@limerick.ie before the stated closing date
- Selection Process
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- Shortlisting may apply
- Competitive interview (online/in person)
- Panel formation for future vacancies

The Person:

Each candidate must, on the latest date for receipt of completed application forms;

1. **Character**

Be of good character

2. **Health**

Be in a state of health as would indicate a reasonable prospect of ability to render regular and efficient service.

3. **Education, training, experience etc.**

Each candidate must, on the latest date for receipt of completed application forms;

1. Have reached a standard of education sufficient to enable them to carry out the duties assigned to them satisfactorily
2. Have satisfactory experience relative to the duties outlined
3. **Hold a valid Safe Pass Card**
4. **Hold a full current category C1 driver's licence**

<u>Desirable</u>

1. Experience in working on roads with live traffic
2. Selected CSCS Qualifications

Terms and Conditions

1.The Post:

Subject to the availability of suitably qualified candidates a panel will be formed for an initial period of one year and this may be extended for a further year at the discretion of the Director General. The panel may be used by Limerick City and County Council to fill Permanent and temporary positions that may arise for its duration. Vacancies will be offered in order of merit as per the panel.

2. Annual Leave

The successful candidate will have 25 days annual leave (inclusive of Good Friday)

3. Rate of Pay:

(i) General Operative:
€1,401.54 –€1,565.24 per fortnight. Payment of increments is dependent on satisfactory performance.

(ii) Driver Plant Operator A - (General Operative (C1 Licence)):
€1,575.58 –€1,622.70 per fortnight. Payment of increments is dependent on satisfactory performance.

In accordance with Departmental Circular letter EL 02/2011, a person who is not a serving local authority employee on or after 1st January 2011, will enter the scale for the position at the minimum point (currently **€1,401.54 fortnightly (General Operative) & €1,575.58 fortnightly (General Operative Driver (C1 Licence)**).

4. Location:

Limerick City and County Council reserves the right to assign the successful candidate to any department or premises in use by the Council, now or in the future.

Changes in location of employment will not result in payment of disturbance money or other compensation. The person appointed will be required to travel to and from work at their own expense.

5. Hours of Work:

The working hours at present are a 39 hour week, hours may vary from time to time.
The working hours may be reviewed at any time by the Council. The post may require flexibility in working outside of normal hours, including at weekends, as necessary. The holder of the post must make themselves available for emergency call-outs as required.

6. Sick Leave:

The terms of the Public Service Sick Pay Scheme will prevail.

7. Superannuation:

The Local Government Superannuation Scheme applies.

8. Travel:

Holders of the post should hold a full driving licence for **class B/C1** vehicles and shall be required drive a motor car in the course of their duties and for this purpose, provide and maintain a car to the satisfaction of the local authority. Travelling expenses and subsistence expenses necessarily incurred in the course of official duties will be refunded in accordance with appropriate rates in line with the relevant Department Circulars and Local Authority Travel and Subsistence Policy.

Limerick City and County Council, as employer, must be indemnified on your insurance policy. If during your employment, your licence is revoked, even temporarily, or if you receive endorsements on your licence, which may affect your duties, you are obliged to notify the Council immediately.

9. Residence:

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

10. Safety and Welfare:

The holder of the post shall co-operate with the terms of Limerick City and County Council's Safety Statement and Major Emergency Plan. The successful candidate shall make themselves aware of the safety rules and procedures and make proper use of all safety, clothing and equipment.

11. Training:

It is a condition of employment that successful candidates will be required to participate in training programmes relevant to the skills necessary for the performance of the duties attaching to the post.

12. Taking Up Appointment:

The local authority shall require a person to whom an appointment is offered to take up such appointment within a period of four weeks and if they fail to take up the appointment within such period or such longer period as the local authority in its absolute discretion may determine, the local authority shall not appoint them.

13. Garda Vetting:

The National Vetting Bureau (Children and Vulnerable Persons) Act 2012 to 2016 came into effect on 29th April 2016. The Act places a statutory obligation on Limerick City and County Council to ensure that 'any work or activity which is carried out by a person, a necessary and regular part of which consists mainly of a person having access to or contact with children or vulnerable persons will be subject of Garda Vetting'.

14. Probation:

Where a person who is not already a permanent employee of a local authority is appointed, the following provisions shall apply:

(a) There shall be a period after such appointments take effect, during which such person shall hold such post on probation.

(b) Such person shall cease to hold the post at the end of the period of probation, unless during such period, the Manager has certified that the service of such person is satisfactory.

15. Citizenship:

Candidates must, by the date of any job offer, be:

(a) A citizen of the European Economic Area (EEA). The EEA consists of the Member States of the European Union, Iceland, Liechtenstein and Norway; or

(b) A citizen of the United Kingdom (UK); or

(c) A citizen of Switzerland pursuant to the agreement between the EU and Switzerland on the free movement of persons; or

(d) A non-EEA citizen who is a spouse or child of an EEA or UK or Swiss citizen and has a stamp 4 visa; or

(e) A person awarded international protection under the International Protection Act 2015 or any family member entitled to remain in the State as a result of family reunification and has a stamp 4 visa; or

(f) A non-EEA citizen who is a parent of a dependent child who is a citizen of, and resident in, an EEA member state or the UK or Switzerland and has a stamp 4 visa

16. References:

Applicants are required to advise the names of two responsible persons to whom they are well known but not related (at least one of the referees should be an existing or former employer).

In advance of any offer of employment, Limerick City and County Council reserves the right to seek references from current and previous employers, educational institutions or any other organisations with which the candidate has been associated. The Council reserves the right to determine the merit, appropriateness and relevance of such references and referees.

Information sought from referees shall be structured around the requirements of the job and the job description, person specification and/or competency profiles should be provided. Referees shall only be contacted with the candidate's consent. The information provided shall be treated as confidential and shall be used to verify information collected through the selection process. Documents relating to all applicants will be treated with the utmost confidentiality and in accordance with the Data Protection Acts."

17. General Data Protection Regulation:

Basis for Processing your Personal Information

The basis for processing your personal data is to progress your application for the position you have applied for with Limerick City and County Council under the Terms of the Employment (Information) Act 1994 and Human Resources Department policies and procedures.

If you do not furnish the personal data requested, Limerick City and County Council will not be able to progress your application form for the competition for which you are applying.

18. Pre-Employment Medical:

Prior to appointment the candidate will be required to complete a Health Declaration and may be required to undergo a medical examination by a qualified medical practitioner nominated by the Council. Where for any reason the cost of the medical examination is borne by the applicant it shall be refunded on appointment subject to statutory tax and statutory deductions.

19. Canvassing:

Any attempt by a candidate or by any person(s) acting at their instigation, directly or indirectly by means or written communication or otherwise, to canvas or otherwise influence in the candidate's favour, any member of the staff of the Council, or person nominated by the Council to interview or examine applicants will automatically disqualify the candidate for the position they are seeking.

Application Process

Completed application forms must be **e-mailed** to recruitment@limerick.ie **no later than 26th November 2026.**

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. CV's will not be accepted in lieu of an application form.

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. Please also ensure that you regularly review your spam/junk email folder as occasionally your email service provider may direct emails to that folder.

Selection Process

Candidates will initially be assessed to ensure that they have the minimum requirements for the position.

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 and the number who have applied, if they should be called for interview. Short-listing may apply.

The admission of a person to a competition, or invitation to attend interview, or a successful result letter, is not to be taken as implying that Limerick City and County Council is satisfied that such a person fulfils the requirements or is not disqualified by law from holding the position. Prior to a candidate being appointed, Limerick City and County Council will make all such enquiries that are deemed necessary to determine the suitability of that candidate. Until all stages of the recruitment process have been fully completed, a final determination cannot be made, nor can it be deemed or inferred that such a determination has been made.

Shortlisting:

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, Limerick City and County Council may decide that a number only will be invited to same.

In this respect, Limerick City and County Council provides for the employment of a short-listing process to select a group for interview who, based on an examination of the application forms by an expert board, appear to be the most suitable for the position.

An expert board will examine the application forms against 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 **relevant qualifications/ experience** on the application form.

NOTE- As part of the shortlisting process, achieving 50% in each competency will not guarantee that a candidate is called for interview. Due to the number of applicants, only a proportion of those achieving 50% in each competency may be called for interview, based on the marked awarded in the shortlisting process. Further qualified candidates may be called at a later stage at the discretion of Limerick City and County Council.

Competitive Interview:

Selection will be by means of a competition based on an interview conducted by or on behalf of the local authority. This interview may be in person or online, this is at the discretion of the Local Authority.

A panel may be formed on the basis of such interview. 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 permanent and temporary vacancies arise.

Interview:

Candidates will be assessed at interview under the following competencies. The candidates at the interview will be questioned on at least some of the indicators listed below under each competency:

Work Skills (300 Marks)	**Personal skills (300 Marks)**
• Knowledge and understanding of Health & Safety • Is aware of the surrounding environment and can identify potential risks. • Pays due care to both own and others safety. • Application of relevant skills in the workplace • Proven technical experience that would be an advantage in the position of General Operative.	• Interpersonal & communication skills • Ability to work as part of a team • Self-motivation and ability to work independently • Is comfortable doing routine work when the need arises. • Is respectful, courteous and professional, remaining composed, even in challenging circumstances

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

Limerick City and County Council is an Equal Opportunities Employer.

November 2026