

# Sligo County Council



## Candidate Information Booklet *(Please read carefully)*

**Creation of panel for position of :**

**Beach Lifeguard  
(Temporary Contract Post)**

**Closing Date : 4:30 p.m. on Thursday 25<sup>th</sup> April 2024**

**Completed Application Form, including required supporting documentation, should be returned to the Human Resources Department of Sligo County Council via e-mail to:**

**[jobs@sligococo.ie](mailto:jobs@sligococo.ie)**

**SLIGO COUNTY COUNCIL**

**CREATION OF PANEL FOR POSITION OF TEMPORARY BEACH LIFEGUARD**

**QUALIFICATIONS**

1. **Character**

Each candidate must be of good character.

2. **Health**

Candidates must be in a good state of health and be free from any ailments which would render them unsuitable to hold the position.

3. **Age**

Candidates must be at least 18 years of age on or before 1<sup>st</sup> May 2024.

4. **Citizenship**

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

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

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

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

(e) 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

(f) 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

(g) 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

5. **Education, Training, Experience, etc.**

Candidates must hold an Irish Water Safety Beach Lifeguard Award or equivalent, as recognised by the International Lifesaving Federation (ILS).

While the above qualification is the minimum requirement for this post, the following Pre-Hospital Emergency Care Council (PHECC) qualifications would also be desirable: Cardiac First Responder, Emergency First Responder and Occupational First Aid.

Relevant experience in relation to the post would be an advantage.

## **SLIGO COUNTY COUNCIL**

### **CREATION OF PANEL FOR POSITION OF TEMPORARY BEACH LIFEGUARD**

#### **PARTICULARS OF EMPLOYMENT**

##### **1. The Post**

The post is temporary for the 2024 Bathing Season only. Successful applicants may be offered either weekday or weekend employment at the discretion of Sligo County Council.

##### **2. Duties**

Beach Lifeguards will be primarily responsible for the following:

- a) All aspects of water safety pertaining to the position
- b) The enforcement of the Beach Bye-Laws 2007
- c) On Enniscrone beach, duties will include traffic management of beach area including opening/closing of barrier.

#### **Main Duties**

- Beach lifeguards will be responsible for the performance of their duties and will work under the immediate supervision of the Water Safety Development Officer or their nominee.
- Beach Lifeguards shall read, be familiar with and adhere to the Safety Statement for Beachguards; participate in induction training and co-operate with other safety training provided by the Council as required. Any issues of health and safety concern shall be referred to the Water Safety Development Officer, the Area Engineer or the Health and Safety Officer. The procedure for reporting issues of concern is set out in the Safety Statement.

#### **The Beach**

- All equipment must be checked daily (each morning) to see that it is in working order and ready for use. Any defects notified should be reported immediately to the Council. To inspect all lifesaving and first aid equipment on arrival for duty to ensure that adequate stocks are available and in good working order.
- Indication flags should be placed in prominent positions. The following flag system is to be used:

- Red flag signifies that bathing is considered temporarily unsafe.
- Red over yellow flag signifies that bathing between any two such flags is under supervision of Beach Lifeguard.
- No flag is flown if there is no Beach Lifeguard on duty.
- Ensure that, from the start of the duty period, the appropriate flags are flown and are changed or re-located as necessary during the day.
- Ensure, at the conclusion of the duty period each evening, that all flags are removed and that all equipment is checked and securely stored in the appropriate place.
- Ensure that, except for emergency assistance or official business, no one other than lifeguard personnel are permitted in the lifeguard station.

### **Bathers**

- Beach Lifeguards must always be courteous to bathers and give them the necessary information regarding state of tides, currents and parts of strand which are not safe for bathing.
- If, in the Beach Lifeguard's opinion, bathers are about to enter water at a point which is considered dangerous owing to currents, shifting sands, etc., they should immediately warn them and give the reasons. Practice a philosophy of prevention over reaction in carrying out the service.
- Provide emergency rescue service in the case of accidents.
- Go immediately to the assistance of persons in difficulties in the water and render to such persons the necessary attention; Render first aid when possible.
- If the bathers are acting in an indecent manner, the Beach Lifeguard should bring this fact to the notice of An Garda Síochána at the earliest opportunity.

### **Other Duties for Consideration**

- Except when the beach is empty, the Beach Lifeguard should be on patrol or on look-out outside the hut. The Beach Lifeguard should never be inside the hut except when relieved for meals etc. or when they are certain there is nobody on the beach. They should not allow their concentration to be diverted in conversations with the public or in reading, playing cards, using transistors or musical instruments, etc. **The operation of any mobile phones/electronic devices for personal use while on duty is prohibited.**
- The primary duty of the Beach Lifeguard is to prevent accident situations from developing. The can-buoy should be strategically placed so that it may be used at a moment's notice. Special vigilance is required where there are rocks or an outflow of a river, as there are likely to be undertows or currents.

- Where Beach Lifeguards have to leave to partake of meals, arrangements should be made that one Beach Lifeguard will be on duty during the other's absence for such purpose and to patrol their area in addition to their own. Where one Beach Lifeguard only is employed, the following procedure should be adopted regarding the lunch hour:-
  - No flag should be flown when they are off duty for their meal.
  - The meal must be arranged at a time other than the peak bathing hours.
- Where two Beach Lifeguards are on duty on a particular beach –
  - One Beach Lifeguard shall remain at a vantage point from which a full view of the beach can be had and remain on a constant lookout;
  - The other Beach Lifeguard shall maintain a patrol of the beach and in such a manner that any given point along the beach is visited at least once in every 15 minutes.
  - Brief reports should be exchanged when they meet but Beach Lifeguards should never be seen to congregate together or with other groups.
- Carry out a beach patrol which shall be maintained along the beach and when the tide is in, the patrol shall be maintained as close as to the beach as possible.
- Provide constant observation and supervision of activities at public bathing places in order to prevent drowning accidents.
- Inspect the patrol area and, where possible, remove any dangerous or offensive items. If the Beach Lifeguard cannot deal with the matter, they should immediately report to their supervisor.
- Ensure that the Beach Lifeguard station is kept clean and tidy and in a state of readiness for emergencies.
- Where required, assist in opening and closing the public toilets at the start and end of their shift or at an agreed time. The Beach Lifeguards are also to report on the condition of the toilets in their Log Books and notify in the case of serious uncleanliness or damage.
- At appropriate times, check the ring buoys and other safety equipment on the beach.
- Beach Lifeguards may be required to assist in conducting aquatic events and water safety programs.
- Beach Lifeguards shall carry out all appropriate duties as laid down in the Irish Water Safety Lifeguard Handbook.
- Beach Lifeguards should enter in the log book, times of commencing and ceasing duty at morning, meal-time and evening each day and should make a note of any

incident such as rescues etc. The Log Book should be available at all times for inspection by any duly authorised member of the County Council's staff.

- Record in a daily log book:
  - The names and attendance times of all Beach Lifeguards on duty.
  - The general weather and tidal conditions.
  - What flags were flown and when they were changed during the day.
  - Any information which may assist the Authorities in improving the service.
- The Beach Lifeguards will be required to keep an "Accident and Incident Record" book.
- The Senior Beach Lifeguard at each location will, in addition to carrying out all of the duties, etc., of Beach Lifeguard (including taking full part in any roster arrangements), be responsible for ensuring that the Beach Lifeguards at their location comply fully with the terms of the duties, responsibilities and general regulations of the post.
- Provide water samples for the Water Quality Section, Environment Department, at various times over the summer season.
- Complete all appropriate rescue and first aid forms.
- Provide advice to the public regarding facilities, state of tides, currents, parts of beach which are not safe for bathing, hazards, water safety etc. Proactively implement this, including but not restricted to, by carrying out Public Relations & Educational patrols during quiet times.
- Beach Lifeguards may, if required, be assigned to carry out the duties of Beach Warden on Strandhill Beach to cover periods of leave, etc.
- Any other duties that may be assigned from time to time.

### **3. Reporting Arrangements**

The holder of the post will report directly to the Water Safety Development Officer or any person nominated by the Director of Services.

### **4. Location**

Sligo County Council will have sole discretion to assign candidates to specific locations and to transfer candidates from one location to another as considered necessary.

The successful candidates may be based at any of the following locations at the discretion of Sligo County Council:

### **Enniscrone & Rosses Point Beaches:**

Weekends starting from: 1<sup>st</sup> June 2024 & Public Holiday on 3<sup>rd</sup> June 2024  
Full-time cover for: 29<sup>th</sup> June 2024 to 1<sup>st</sup> September 2024  
Weekends only: 7<sup>th</sup> & 8<sup>th</sup> September 2024

### **Streedagh & Dunmorán Beaches:**

Weekends starting from: 29<sup>th</sup> June 2024 to 1<sup>st</sup> September 2024  
Public Holiday on 5<sup>th</sup> August 2024

Successful candidates may also be asked to provide cover during the month of May on an on-call basis at the discretion of Sligo Co. Council

## **5. Superannuation**

Under the Single Public Sector Pension Scheme, contributions shall be made in respect of Superannuation, which shall be deducted at a rate of 3% of pensionable remuneration plus 3½% 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 dependent or qualified children).

## **6. Remuneration**

The remuneration 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 remuneration) payable to or received by them by virtue of their post or in respect of services which they are required by or under any enactment to perform.

The rates of pay applying to the positions of Beach Lifeguard are:

Senior Lifeguard: €17.93 per hour  
Beach Lifeguard: €15.93 per hour

Beach Lifeguards are required to work Sunday as part of their employment contract and, in accordance with Section 14 (1) of the Organisation of Working Time Act 1997, the fact of having to work on that day has been taken into account in the determination of the above pay rates.

## **7. Method of Selection**

Selection shall be by means of a competition based on an interview conducted by, or on behalf of, Sligo County Council. Candidates will be required to undergo a practical test in basic life support, swimming ability and swimming rescue, and an interview, at their own expense. All candidates must attend both the interview and practical test (**proposed to be held as soon as possible after the closing date**) in order to be considered for inclusion on a panel from which Beach Lifeguards may be appointed for the 2024 Bathing Season.

The life of the panel shall be for the 2024 Bathing Season only.

## 8. Garda Vetting/References

The successful candidate will be subject to the Garda Vetting Procedures in line with the provisions of the National Vetting Bureau (Children & Vulnerable Persons) Act 2012 to 2016 as appropriate in advance of appointment. **Please note that the Garda vetting process may commence in advance of candidates being called for interview / practical test.**

The appointment of any successful candidate will be subject to receipt of references which are satisfactory to the employer.

An applicant, who has previously been employed by any local authority in the position of Beach Lifeguard, will be required to provide a reference from that local authority as part of the recruitment process.

## 9. Uniform

It is important that members of the public are aware that uniformed Beach Lifeguards are on duty, are highly visible and are seen to be patrolling the controlled bathing area. Wearing of full uniform provided by Sligo County Council is a mandatory condition of employment.

## 10. Working Hours

The hours of work are as follows:

Rosses Point and Enniscrone - 11.30 a.m. to 7.00 p.m. with 30 minutes (unpaid) to be taken for lunch

Streedagh and Dunmoran - 12.30 p.m. to 6.30 p.m. with 30 minutes (unpaid) to be taken for lunch

## 11. Code of Practice

- Punctuality must be observed. Beach Lifeguards should report to their station at least ten minutes before the shift is due to start so as to be fully attired and ready for duty.
- At the start of duty, one Beach Lifeguard (Senior if on duty) must text the Irish Coastguard and the Water Safety Development Officer to make them aware that they are on duty on the beach. (Phone Numbers will be provided in Beach Manual).
- At the end of duty, one Beach Lifeguard (Senior if on duty) must text the Irish Coastguard and the Water Safety Development Officer to let them know that they are off duty. Contact number will be supplied prior to taking up duty.
- If for some reason an emergency arises rendering a Beach Lifeguard unable to report for duty, they must immediately notify the Water Safety Development Officer in order that relief cover may be arranged.



- Any Beach Lifeguard who becomes sick or who suffers any disability which would impair their efficiency (e.g. sprains, pulled muscles, etc.) must report the matter immediately to the Water Safety Development Officer.
- No intoxicating liquor or unauthorised drugs shall be taken into the Lifeguard's hut. The use of illegal substances by a Beach Lifeguard or being under the influence of intoxicating liquor shall result in suspension from duty pending investigation.
- The Beach Lifeguard will be furnished with a mobile telephone for the duration of their appointment. Any personal calls and texts (**made outside of working hours**) must be paid for by the Lifeguard upon receipt of the telephone bill. **As stated above, the operation of any mobile phones/electronic devices for personal use while on duty is prohibited.** The mobile phone must be returned to the Council at the end of the employment and all personal calls and texts must be paid up to date.

## 12. Annual Leave

Payment for annual leave and arrangements for public holidays will be governed by the provisions of the Organisation of Working Time Act, 1997. Leave is calculated at 8% of the hours worked in a leave year (but subject to a maximum of 4 working weeks).

Annual leave may only be taken during periods of full-time cover (from 29<sup>th</sup> June 2024 to 1<sup>st</sup> September 2024). Leave will not be granted during weekend only cover periods.

Permission and prior authorisation are essential before annual leave is taken. The granting of annual leave at any particular time is always subject to the requirements of the Council and all annual leave is liable to suspension during periods of exceptional pressure.

Beach Lifeguard cover should be organised by Beach Lifeguards when taking time off. Only members on the listed panel supplied by the Water Safety Development Officer should be contacted. *(This should not apply to Enniscrone beach as there are three Lifeguards employed on this beach and two Lifeguards on duty on such days will be adequate).*

## 13. Sick Leave

As per Sligo County Council's current Sick Leave Scheme and Attendance Management Policy & Procedure, as amended by the Public Service Management (Sick Leave) Regulations, 2014, and any subsequent Regulations made from time to time.

## 14. Data Protection

Sligo County Council is compliant with Data Protection Legislation including the provisions of the Data Protection Act 2018 and GDPR. To access Sligo County Council's Data Protection Policy and Privacy Statements, please see the following link: [Data Protection \(GDPR\) \(sligococo.ie\)](https://www.sligococo.ie/Data-Protection-(GDPR))