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# Job description

**Date:** 10 February 2022

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**Department:** City and Neighbourhood Services

**Post number:** 1786

**Section:** Support Services

**Job title:** **Human Resources Manager**

**Grade:** PO 6

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## Main purpose of job

Provide advice and guidance to senior managers and other staff on a range of human resources (HR) matters including:

- employee relations;
- attendance management;
- training and development;
- application of terms and conditions;
- employee resourcing, and other business issues in liaison with the Business Manager and corporate human resources as appropriate.

Assist the Business Manager with the day-to-day management and supervision of assigned staff to ensure that the business needs of the department are met in an efficient and cost-effective manner.

Assist the Business Manager in the management of departmental HR staff in accordance with the principles of performance management and the council's policies concerning a total quality management approach to ensure continuous improvement in service delivery.

In conjunction with the Finance Manager, to ensure the timely development of the departmental HR proposed annual objectives, performance indicators and work programmes and to assist in the preparation of consequential expenditure estimates.

Assist in keeping under review new developments in all fields relevant to departmental HR responsibilities and to make timely recommendations to the Business Manager and departmental Directors concerning all changes to policy or procedures and training or other resource requirements necessary for the maintenance of departmental efficiency and effectiveness.

Ensure the accurate and timely production of all information required for council or committee reports, official returns or for measuring departmental HR performance.

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Assist the Business Manager in ensuring that the work of departmental HR is organised, supervised and monitored so as to maximise efficiency and effectiveness in the use of resources.

Contribute to the formulation of relevant council and departmental policies, procedures, protocols and initiatives through participation in corporate and departmental project teams, working groups, user groups and consultative groups as necessary.

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## Summary of responsibilities and personal duties

Work collaboratively as HR Managers for the operational delivery of all HR functions within the department as follows:

### Employee Relations

1. Responsible for the provision of advice and guidance to line managers and the departmental management team and the business units of the department on all employee relations matters. This will include discipline and grievances; other staff related complaints, capability; attendance management; council terms and conditions; redundancy, and the HR elements of service design.
2. Ensure all employee relations matters for the department are effectively managed in accordance with council policies and procedures to ensure that the relevant legislative requirements are met.
3. Ensure all HR policies are implemented, operated, complied with, and monitored in the department, in compliance with relevant legislation and codes of practice.
4. Undertake investigations and hearings under the council's human resources policies in relation to disciplinary, grievance, capability and equal opportunity matters and other relevant policies and procedures.
5. Provide advice, guidance and support on all work life balance applications, in conjunction where appropriate, with corporate Human Resources and provide support to any appeal hearings as appropriate.
6. Oversee the effective management, in conjunction with corporate Human Resources, of potential redeployments.

### Attendance Management

7. To ensure the council's Attendance Policy and guidelines is implemented, operated, complied with, and monitored in the department.
8. Oversee the effective management of sickness absence including the monitoring and compliance of departmental absence figures and the implementation of absence management policies and procedures.
9. Provide all relevant reports and performance data on the departments absence figures, compliance rates and absence improvement plans in relation to the council's Attendance Policy.
10. Responsible for the provision of advice and guidance to line managers, the departmental management team and the business units of the department on all absence management matters.
11. Make appropriate arrangements for the referral of staff to the occupational health and employee counselling provider.

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12. Oversee, participate and ensure compliance over the absence management process for the department including conducting relevant review meetings, attending hearings, producing notes, draft outcome letters and progress requisite follow up actions, for example, implementation of reasonable adjustments as appropriate in accordance with the council's policies and procedures.
  13. Provide reports and performance data on absence management figures for the department and update absence improvement plans as appropriate.

### **Employee Resourcing/Learning and Development**

14. Responsible for the provision of advice and guidance to line managers, the department management team and the business units of the department on all employee resourcing matters in line with employee resourcing policies and procedures, in conjunction where appropriate with the corporate HR team.
15. Oversee, monitor and review the coordination of all recruitment activities for the department.
16. Assist the department with workforce management and planning issues as appropriate.
17. Monitor and manage the engagement of agency workers in the department in compliance with the council's Agency Framework.
18. Develop, monitor and review the department's learning and development strategy, policies and procedures in liaison with the Business Manager and senior management.
19. Oversee the development of personal development plans and skills for departmental HR staff and to take a lead role in achieving and maintaining quality standards or other similar initiatives.
20. Responsible to the Business Manager for the department's implementation of the council's people and organisational development strategies and associated plans.
21. Oversee the management of processes within the department for starters and leavers and existing staff taking on new roles, ensuring that all ICT systems are maintained and fully updated and that council processes and procedures are adhered to.

### **General**

22. Contribute to the development of policies, strategies and plans across the council, working to meet corporate objectives and values, working with management teams and corporate working groups as required.
23. Represent the Business Manager as required, within the postholder's sphere of responsibility.
24. Responsible for the production and collation of service performance data and committee reports about the human resources activities of the department, in accordance with council policies procedures and timetables and in liaison with senior management.

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25. Maintain the departments records on the council's relevant ICT HR systems for the management of personnel records, time and attendance, absence, payroll, employee relations case management and other HR functions and ensure that the information is accurate and up to date.
  26. Ensure the department's personnel records are maintained in line with council's policy and procedures and that the information is accurate and up to date.
  27. Coordinate, attend, provide secretarial support and participate as required in the council's Industrial Relations framework, including consultative meetings with Trade Unions and staff representatives, and in particular to consult in relation to changes in council and departmental policy and procedures or on the implementation of change. This may involve undertaking information, consultation or negotiation exercises with staff and Trade Union representatives.
  28. Maintain and analyse statistical and performance information, undertaking research and to produce appropriate reports and recommendations for elected members, chief officers, senior managers and external statutory bodies as required.
  29. Maintain an up-to-date knowledge of all human resource legislation and equal opportunities best practice and associated developments including legislative changes and regulation and ensuring departmental preparation for and compliance with same.
  30. Contribute to the development, monitoring and review of the departmental business plan including proposed annual objectives, work programmes and performance indicators in liaison with the Business Manager.
  31. Develop, monitor and review the department's performance management strategy, including the individual performance management framework in liaison with the Business Manager and the Senior Management Team.
  32. Motivate and manage any staff that may be assigned to the post holder to ensure effective service delivery and to be responsible for reviewing and implementing a proper staff training and development programme.
  33. 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 procedures.
  34. Be responsible for responding to and monitoring appropriate requests under FOI and Data Protection legislation and to ensure compliance with such legislation.
  35. Participate as directed in the council's recruitment and selection procedures.
  36. Act in accordance with the council and departmental policies and procedures including customer care, equal opportunities, health and safety, safeguarding and any pertinent legislation.
  37. Undertake the duties in such a way as to enhance and protect the reputation and public profile of the council.

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38. 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.***

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# Employee specification

**Date:** 26 January 2022

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**Department:** City and Neighbourhood Services

**Post number:** 1786

**Section:** Support Services

**Job title:** **Human Resources Manager**

**Grade:** PO 6

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## Essential criteria

### Qualifications

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

- have a third level qualification in a relevant subject such as human resource management, business studies or equivalent qualification; and
- be a current, full professional member of the Chartered Institute of Personnel and Development (CIPD), i.e. Associate, Chartered Member or Chartered Fellow.

### Experience

Applicants **must**, as at the closing date for receipt of applications, be able to demonstrate on the application form, by providing personal and specific examples, (a) at least two years' relevant experience of effectively managing human resources issues at middle management level in a large<sup>1</sup>, multi-disciplined organisation.

This must include at least two years' relevant experience in each of the following areas:

- b) taking a lead role in providing advice and support to senior and other managers on a range of human resources and employee relations issues, including recruitment and selection, disciplinary, grievance and attendance management, within a unionised environment;
- c) ensuring that human resources and employee relations issues are effectively managed in line with organisational policies and procedures and relevant legislative requirements, including undertaking relevant investigations and hearings; and
- d) supervising and managing staff in accordance with the principles of personal development and performance management.

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<sup>1</sup> City and Neighbourhood Services Department consists of approximately 1400 employees. A **large** organisation will be defined as one containing 100 or more employees.

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## Special skills and attributes

Applicants must be able to demonstrate that they possess the following skills and attributes which may be tested at interview.

**Communication and influencing skills:** the ability to write reports, memos and letters on highly complex or sensitive issues to both internal and external recipients and the ability to influence others including Elected Members, Trade Unions, senior managers and staff, negotiate on varying levels, present reasoned arguments and make formal presentations within a complex environment.

**Technical knowledge:** an up to date understanding of human resources issues, legislation and best practice including how information technology and new technologies can increase business efficiency.

**Staff management and development skills:** the ability to build a team and encourage team working to deliver successful results. The ability to manage a significant number of employees through developing and encouraging responsibility to ensure delivery of agreed goals.

**Analytical and decision-making skills:** the ability to analyse complex situations and take appropriate decisive action with an understanding of the possible wider corporate implications of such action.

**Performance management skills:** an understanding of how to deliver a value for money service via performance management systems and procedures including performance indicators, benchmarking and quality assurance methodologies.

**Budget and resource management skills:** a full knowledge of departmental budget preparation and the management and control of financial and other departmental resources.

**Work planning skills:** the ability to forward plan and to effectively prioritise the work of a large section taking into account short and medium term goals, service demands and the availability of resources.

**Political and corporate sensitivity skills:** the ability to maintain sound relationships with Elected Members, the media, the public and other bodies on a wide range of issues including those which are highly sensitive or confidential.

## Short-listing criteria

In addition to the above qualifications and experience, Belfast City Council reserves the right to short-list only those applicants who, as at the closing date for receipt of applications:

- in the first instance, can demonstrate at least three years' relevant experience in each of the aforementioned areas; and
- in the second instance, have an additional higher relevant qualification such as a Masters in Human Resource Management or equivalent qualification.

## **Belfast City Council**

### **Terms and conditions of employment**

#### **Human Resources Manager (PO6) Permanent job share post**

#### **Support Services Section**

#### **City and Neighbourhood Services Department**

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#### **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 contact our Job Line on 028 9027 0640. 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](mailto: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 is currently one permanent, job share post.**

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 job-share or part-time 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 on 028 9027 0640 or by emailing [jobs@belfastcity.gov.uk](mailto:jobs@belfastcity.gov.uk) with your new contact details.

**This is a job share post and terms and conditions will be applied on a pro rata basis.**

## **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, memberships of professional bodies, 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, memberships, 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, memberships, etc. at the closing date for applications.

## **Remuneration**

The salary will be determined by the council in line with that determined by the National Joint Council for Local Government Services, currently Salary scale PO6, SCP 40 to 43, £46,549 - £49,590 per annum pro rata to hours worked (in normal circumstances, the starting salary is the minimum point), paid monthly by direct payment by the Bankers Automated Clearing System (BACS) to a bank or building society account of your choice.

**Applicants should note that the above salary is based on a 37 hour working week. Payment for this 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 Service and hours of duty).**

## **Location**

The person appointed will be based initially in the Cecil Ward Building, 4-10 Linenhall Street, Belfast but will be required to work in and/or visit other locations.

## **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 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 not have a UK birth certificate will be asked to bring their passport and other documentation as required.
- (c) Produce official evidence of their qualifications, membership of a professional body, 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) Provide two satisfactory work references. If suitably satisfactory references are not received, they will not be offered the appointment.
- (f) Pass satisfactorily a medical assessment by the council's Occupational Health Service provider.
- (g) Complete a disclosure of family relationships form.
- (h) 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.

### **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**

The hours of duty are 37 per fortnight, working five days per fortnight, Wednesday, Thursday and Friday in week 1 and Thursday and Friday in week 2. Flexible working hours are in operation between 7.30am and 6.30pm, with set core times that the person appointed must be in work. However, the person appointed will be required to start and finish work at specific times that suit the operational needs of the service and they will, when advised, be required to work outside of 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 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. The person appointed will be entitled to 170.2 hours (23 days) annual leave, calculated on a pro rata basis. The additional 88.8 hours (12 days) bank or other holidays will be shared equally throughout the year on a planned basis. Leave entitlement will be increased by 37 hours (5 days) working days on a pro rata basis in the case of officers who have not less than five years continuous service and by a further 22.2 hours (3 days) pro rata in the case of officers who have not less than 10 years continuous service.

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

**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 enrol the person appointed at certain times. The LGPS (NI) is administered by Northern Ireland Local Government Officers' Superannuation Committee (NILGOSC) ([www.nilgosc.org.uk](http://www.nilgosc.org.uk)).

### **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:

<b>Continuous service</b>	<b>Period of notice</b>
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 email to [jobs@belfastcity.gov.uk](mailto:jobs@belfastcity.gov.uk) by **4pm on Monday, 6 February 2023**.

Please note that it is the candidate's responsibility to ensure that their application form is submitted and received in the Human Resources Section by this closing date and time. Application forms returned electronically 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 and interview date**

It is envisaged that short-listing for this post will take place on **Tuesday, 7 February 2023**. Whilst no specific testing or assessment arrangements are anticipated for this post, depending on the volume of applicants, the council reserves the right to include these mechanisms as part of the selection process. It is also envisaged that interviews will be held via MS Teams on **Monday, 20 February 2023**.

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:

### Human Resources Manager (PO6)

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

### Support Services Section

### City and Neighbourhood Services Department

Name of Applicant:

Address:

The closing date for applications is **4pm on Monday, 6 February 2023**.

Completed application forms should be emailed to [jobs@belfastcity.gov.uk](mailto:jobs@belfastcity.gov.uk) and you will receive an automatic reply when your application has been received. If you don't receive an acknowledgement within 30 minutes, please call 9027 0640 to confirm receipt (office hours are normally Mon-Thurs 8.30am-5pm, Fri 8.30am-4.30pm). You must confirm receipt **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](mailto: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 call 028 9027 0640**

**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 vacancy, 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 months, or until it is exhausted, whichever is sooner.

Therefore, should a similar post to the immediate vacancy 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 will be working part-time or job-share hours.**

Please indicate below whether you would be interested in a permanent or temporary (including fixed term) post working part-time hours by ticking the appropriate box.

**If you are interested in both permanent and temporary (including fixed term) positions, please tick (✓) both boxes.**

**Contract type:**

**Permanent**  **Temporary (including fixed term)**

**Hours of work:**

**Job-share**  **Part-time**

You can apply for all positions and, if appointed to the reserve list, you will be considered for permanent and temporary vacancies.

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.

**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.**

**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: Qualifications and employment history

### 4. Qualifications

- (a) Details of qualifications obtained (please refer to employee specification):  
Please state name, level and grade of qualification, the year attained and the examining body or university/college which awarded your qualification as this information may be needed by the selection panel. **Applicants must, as at the closing date for receipt of application forms, have a third level qualification in a relevant subject such as human resource management, business studies or equivalent qualification.**

**In addition, the council reserves the right to shortlist only those applicants who as at the closing date for receipt of applications, in the second instance, have an additional higher relevant qualification such as a Masters in Human Resource Management or equivalent qualification.**

**Please detail your relevant qualification(s) below:**

Year:	Examining body / University / College:	Level of qualification:	Subject:	Grade or mark:

- (b) If you are applying for a post on the basis of a qualification which is not stated on the employee specification but which you consider to be equivalent, please list the main topics and modules below to demonstrate how you feel it is equivalent in terms of level, breadth, depth and content etc. Please also provide any further information which you feel supports your case. (The selection panel will make the final decision on the relevance and equivalence of your qualification.)

Year:	Examining body / University/College:	Level of qualification:	Subject and modules studied:	Grade or mark

Any other support evidence as to the equivalence of the qualifications stated, for example, breadth of overlap with qualification as detailed in the employee specification:

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- (c) **Current membership of professional bodies:**  
**Applicants must, as at the closing date for receipt of applications, be current, full professional members of the Chartered Institute of Personnel and Development, i.e., Associate, Chartered Member or Chartered Fellow.**

**Please detail your relevant membership below:**

Title of professional body	Type / grade of membership	Membership number	Date of expiry

## Employment history

(d) 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:

(e) 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: Experience

5.

**You must complete the application form in either typescript (Arial font size 11) or legible hand-writing using black ink. You must limit your text in this section, i.e. (a) 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.**

You **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 you meet the experience as stated in the employee specification.

#### **Essential criteria**

You **must**, as at the closing date for receipt of applications, be able to demonstrate on the application form, by providing personal and specific examples, (a) at least two years' relevant experience of effectively managing human resources issues at middle management level in a large<sup>1</sup>, multi-disciplined organisation. This must include at least two years' relevant experience in each of the following areas:

- b) taking a lead role in providing advice and support to senior and other managers on a range of human resources and employee relations issues, including recruitment and selection, disciplinary, grievance and attendance management, within a unionised environment;
- c) ensuring that human resources and employee relations issues are effectively managed in line with organisational policies and procedures and relevant legislative requirements, including undertaking relevant investigations and hearings; and
- d) supervising and managing staff in accordance with the principles of personal development and performance management.

#### **Short-listing criterion**

In addition to the above qualifications and experience, Belfast City Council reserves the right to short-list only those applicants who, as at the closing date for receipt of applications, in the first instance, can demonstrate at least three years' relevant experience in each of the aforementioned areas.

#### **In boxes (a) – (d) please provide the following detail:**

(a) You must clearly state the start and end dates of your relevant experience including the number of years' experience you have in this area. You must clearly detail the range of human resources issues that you effectively managed; the middle management level at which you worked; the organisation in which you gained your experience including number of employees, how it is multi-disciplined, etc.

(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. You must clearly detail how your experience demonstrated in (a) included leading on providing HR advice and support to senior and other managers; who they were; the range of issues that you advised on, including recruitment and selection, disciplinary and grievance and attendance management; how this was in a unionised environment and how this environment impacted your role; the outcomes of your advice and support, 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. You must clearly detail how your experience demonstrated in (a) included ensuring that human resources and employee relations issues were effectively managed; the organisational policies and procedures and legislative requirements that you followed; the relevant investigations and hearings that you undertook; the outcomes of these issues, etc.

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<sup>1</sup> City and Neighbourhood Services Department consists of approximately 1400 employees. A **large** organisation will be defined as one containing 100 or more employees.

(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. You must clearly detail how your experience demonstrated in (a) included supervising and managing staff including the number and range of staff you were responsible for managing and for how long; how you managed your staff in accordance with the principles of personal development and individual performance management; any staff difficulties you encountered and how you overcame them, etc.

**(a)**

Please demonstrate in this box, by providing personal and specific examples, that you have at least two years' relevant experience of effectively managing human resources issues at middle management level in a large, multi-disciplined organisation.

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

Continuation sheets must not be used

**(b)**

Please demonstrate in this box, by providing personal and specific examples, that you have at least two years' relevant middle management experience of managing HR issues as demonstrated in (a), which included taking a lead role in providing advice and support to senior and other managers on a range of human resources and employee relations issues, including recruitment and selection, disciplinary, grievance and attendance management, within a unionised environment.

**(Please note, Belfast City Council reserves the right to short-list only those applicants who can demonstrate at least three 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 two years' relevant middle management experience of managing HR issues as demonstrated in (a), which included ensuring that human resources and employee relations issues are effectively managed in line with organisational policies and procedures and relevant legislative requirements, including undertaking relevant investigations and hearings.

**(Please note, Belfast City Council reserves the right to short-list only those applicants who can demonstrate at least three 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 two years' relevant middle management experience of managing HR issues as demonstrated in (a), which included supervising and managing staff in accordance with the principles of personal development and performance management.

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

Continuation sheets must not be used

**Section 4: Other information**

6. Notice required to terminate present position:

7. If you are not currently employed by Belfast City Council, please provide the required information of two persons not related to you, to whom references may be sent. Both of your referees must be either your current or previous employers (if applicable). Both should be able to comment on your ability to carry out the particular tasks of the job. If you do not wish us to contact your present employer, please provide your most recent previous employer.

1. Current or previous employer (if any)

Name:

Job title:

Name of organisation:

Address (including post code):

Contact telephone:

Email address:

2. Other employer referee (or character reference if applicable):

Name:

Job title (if applicable):

Name of organisation (if applicable):

Address (including post code):

Contact telephone:

Email address:

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: 0000001920 /

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:

How do you define your gender?

Male  Female  Prefer not to answer

I use another term (for example, Intersex, non-binary), please specify:

## Do you consider yourself to be trans\* or transgender\*\*?

Yes  No  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 answer
- 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:

Religious belief

No religious belief

Not disclosed

**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: