

Post Title: LGV Driver / Labourer

Post hours: 39.5 hours per week

Grade: Scale 3b

Responsible to: Operations Manager and Section Supervisors

Responsible for: 2 Waste Collection Operatives

Main contacts associated with principal duties:

- Members of the public
- Trade waste customers
- Householders
- Other Cleansing employees
- Transfer Station staff

Job purpose:

To work within the Waste Services Section in a diligent and conscientious manner, as a member of a team, undertaking domestic and commercial waste collection services and other duties as the needs of the service demands.

Control of resources:

The postholder shall be required, after training, to drive a wide range of cleansing equipment such as LGV refuse collection vehicles, mechanical sweepers, loading shovel, gully tanker in addition to compact mechanical sweepers and 3.5T pick-ups. The postholder shall also be required to use a works issued mobile telephone, digital tachograph equipment and any in cab communication systems.

Main Duties and Responsibilities:

1. To organise yourself and other employees within your team to ensure that all work and duties are carried out diligently, conscientiously and to a specified standard as instructed by supervisory staff.
2. To provide an efficient and effective refuse/recycling collection service in the removal of household (including bulky goods), industrial and commercial refuse from a variety of locations, (e.g. domestic, shops, schools, farms, etc.).

3. To monitor on a day-to-day basis the progress of the team and to be responsible for reporting any problems or reasons for shortfalls back to the supervisory staff within sufficient time for remedial action to be taken if required
4. To ensure that the team completes work in accordance with the time, quality, and specified standard of contracts.
5. To provide an efficient and effective commercial waste collection service from various industrial and commercial customers within the borough.
6. To provide an efficient and effective street cleansing service either following designated routes throughout the Borough or responding to urgent requests
7. To maneuver in a safe and conscientious manner a collection vehicle on designated routes within the borough, which may include tight, steep, and uneven road surfaces.
8. To undertake standby duties in accordance with the agreed rota and to undertake emergency callouts as and when required.
9. To carry out sandbagging duties by the use of manual and non-mechanical aids during periods of inclement weather.
10. To assist with the delivery of sandbags or the removal of water or water damaged goods as required.
11. To follow and comply with the Council's Safety Policies and all other relevant Codes of Practice such as the use of reversing assistants, route risk assessments and the lone worker monitoring scheme.
12. To deliver the waste management service in accordance with the Council's Equal & Diversity in Employment Policy and ensuring that the service is delivered according to the varying needs of the Council's customers.
13. To ensure that plant, machinery, and equipment that you use is checked, maintained and operated in accordance with the manufacturer's guidelines, reporting all faults to a member of the supervisory staff as soon as possible, or at the end of each working day, as set out in the Council's defect reporting procedures.
14. Any other duties which are commensurate with the grading of the post.

Selection Criteria	Essential or Desirable	Assessment Method
Knowledge, skills, abilities and experience		
1. Possession of a LGV Cat C driving licence.	Essential	Application Certification
2. Possession of current Driver CPC and willing to volunteer their time to participate in annual Driver CPC Training.	Essential	Application Certification
3. Physical abilities required to carry out the duties of a Driver / Labourer, (e.g. bending, lifting, carrying, walking at a fast pace).	Essential	Application Interview
4. Literacy skills in order to complete timesheets and vehicle defect forms.	Essential	Application Interview
5. Ability to deal with customers and colleagues in a respectful and appropriate manner, whilst taking account of equality and diversity needs.	Essential	Application Interview
6. To have a flexible approach to working in line with the operational needs of the service including working short notice overtime to assist the service to complete its scheduled workload	Essential	Application Interview
7. Ability to work as an effective member of a team in an unsupervised environment.	Essential	Application Interview
8. Willingness to follow agreed work procedures and health and safety requirements of the role.	Essential	Application Interview
9. Willingness to participate in standby and emergency call-out duties.	Essential	Application Interview
10. Possession and ability to use digital tachograph and able to use in cab technology.	Desirable	Application Interview
11. An understanding of Equality and Diversity issues relevant to the post.	Essential	Interview
Special requirements		
1. Statutory bank holiday and weekend working may be required.		
2. To maintain an appropriate appearance and to ensure that you and members of your team wear the protective equipment provided at all times whilst at work.		
3. To comply with the Council's Equal & Diversity in Employment and Customer Care Policies.		
4. As the post involves driving a council vehicle, the post will also be subject to a satisfactory pre-employment driver assessment and annual assessment thereafter.		

5. To undergo relevant training as requested.

As the post involves driving a vehicle, the post is subject to pre-employment and probationary drug and alcohol testing. It will then be part of the ongoing random testing regime for safety critical posts.

Date : July 2025