
Post Title: Waste Collection Operative

Post Hours: 37 hours per week

Grade: Scale 2

Responsible to: Operations Manager, Section Supervisors and LGV Driver

Responsible for: None

Main contact associated with principal duties:

- Members of the public
 - Trade waste customers,
 - Householders
 - Other Cleansing employees
 - Transfer Station staff
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Job Purpose:

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

Control of Resources:

The postholder shall be required to work with a LGV refuse collection vehicle operating the Terberg lifting equipment and the vehicle's compaction systems.

Main duties and responsibilities:

1. To organise yourself with other employees 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 waste (including bulky goods), industrial and commercial refuse, co-mingled waste and garden waste from a variety of locations, (e.g. domestic, shops, schools, farms, etc).
3. To assist the driver in monitoring 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.
4. To assist the driver in ensuring that the team completes work in accordance with the time, quality and specified standard of contracts.

5. To assist in the provision of an efficient and effective commercial waste collection service from various industrial and commercial customers within the borough.
6. To assist the driver in manoeuvring in a safe and conscientious manner a LGV refuse collection vehicle on designated routes within the borough, which may include tight, steep and uneven road surfaces.
7. To undertake, when required, manual or mechanical street cleansing duties on designated routes within the borough.
8. To undertake standby duties in accordance with the agreed rota and to undertake emergency call-outs as and when required.
9. To carry out sandbagging, salting and snow removal duties by the use of manual 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 Policy and all other relevant Codes of Practice.
12. To deliver the waste management service in accordance with the Council's Equal Opportunities 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 reporting procedures.
14. Any other duties which are commensurate with the grading of the post, which may include temporary deployment to other areas within Environmental Services (such as the Landscape Maintenance Service).

May 2025

Selection Criteria	Essential Or Desirable	Assessment Method
Knowledge, skills, abilities and experience		
1. Physical abilities required to carry out the duties of a waste collection operative, (e.g. bending, lifting, carrying, walking at a fast pace).	Essential	Application Test
2. Ability to deal with members of the public and customers in a respectful and appropriate manner.	Essential	Application Interview
3. To have a flexible approach to working in line with the operational needs of the service.	Essential	Application Interview
4. Ability to work alone and unsupervised, or as a member of a team.	Essential	Application Interview
5. Willingness to follow agreed work procedures.	Essential	Application Interview
6. Understanding of the need to follow Health & Safety requirements.	Essential	Application Interview
7. Willingness to participate in standby and emergency call-out duties.	Essential	Interview
8. An understanding of Equality and Diversity issues relevant to the post.	Essential	Interview
9. A thorough knowledge on the operation of Schmidt Swingo Sweepers, vt650 main road sweeper, Dennis Elite refuse collection vehicle with Terberg lift, NTM compaction vehicle.	Desirable	Interview
10. Possession of a LGV Class 2 driving licence.	Desirable	Certification
Special Requirements		
<ol style="list-style-type: none"> <li data-bbox="97 1621 1527 1688">1. The postholder may be required to work beyond their contractual hours to ensure the service completes its scheduled or statutory works. <li data-bbox="97 1722 1527 1756">2. Statutory bank holiday and weekend working may be required. <li data-bbox="97 1800 1527 1834">3. All leave will be taken following consultation and with the agreement of your line manager. <li data-bbox="97 1868 1527 1935">4. You will be based at Fleet Street Depot, Nelson but will be expected to report to and work from any of the authorities other depots and sites upon request (without receiving and re-location or travelling expenses). <li data-bbox="97 1980 1527 2047">5. To ensure that all reasonable steps are taken by yourself and members of your team in protecting the health, safety and welfare of members of the public and fellow employees. 		

6. 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.
7. To comply with the Council's Equal Opportunities and Customer Care Policies.
8. To undergo relevant training as requested.

As this post is deemed safety critical, it 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: May 2025