




uncover **your** potential

ourTeam

Waste Collection Operative – HGV Driver / Loader

Job Pack

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EMPLOYER RECOGNITION SCHEME BRONZE AWARD
Essex Family Friendly Employer
disability confident EMPLOYER
MINDFUL EMPLOYER
Essex Working Well Accreditation Level 3
Fostering Friendly The Fostering Network
Chelmsford City Council

Job Description

Job Title	HGV Driver / Loader
Service	Public Places
Grade	5
Responsible to	Supervisor

1. Main Purpose of the Job

As Driver and crew leader, responsibility for the safe, proper and effective operation of a collection vehicle and crew in the loading/unloading and disposal of waste and/or recycling and composting material in a timely and efficient manner, ensuring that rounds and work are successfully completed as allocated.

2. Duties and Responsibilities

2.1 To carry out HGV/LGV and associated driving duties in accordance with Council policies, safe systems of working and legal requirements.

2.2 As directed, and in accordance with recognised operating and safety procedures: collect (from appropriate containers including various wheeled bins, green boxes and assorted sacks/bags) load/unload, transport and dispose of waste and/or materials for recycling or composting from designated geographical areas, taking into account any special collection arrangements including those under the assisted collection scheme.

2.3 To conduct DAILY vehicle safety checks prior to any vehicular use, reporting any identified or suspected vehicle faults/defects to the appropriate person, in accordance with Council policy, procedures and legal requirements.

2.4 As Driver and crew leader, ensure that:

- The vehicle is roadworthy at all times, and complies with statutory requirements.
- The vehicle is maintained to an acceptable standard of cleanliness .
- Only authorised persons travel inside the vehicle cab using the designated seating provided and that all vehicle occupants wear the seat belts provided
- No person rides on any part of the exterior of the vehicle whilst the vehicle is in motion
- Assistance is sought from appropriately trained crew members when reversing a vehicle as appropriate.
- That rounds and work are completed successfully as allocated

2.5 To adhere to the appropriate disposal/transfer site rules and procedures when tipping/unloading waste and /or materials for recycling or composting.

2.6 Ensure compliance with all health, safety and welfare polices and procedures.

2.7 To deal with all residents, customers and other users of the service in a polite and courteous manner, offering high standards of customer care.

2.8 As directed, assist other teams in collection, loading/unloading, transportation and disposal duties, and to work as a loader or on the MRF when not required to undertake driving duties.

3. Work Location

You will normally be based at **Freighter House**, Boreham, Chelmsford, but may be required to work from any other location within the City should circumstances make it necessary.

4. General Conditions

A. This Job Description is subject to your conditions of Employment, which, in the event of conflict, shall take precedence. The post holder will carry out the duties specified above and such other duties as may be required from time to time. The Job Description may be reviewed and amended in the light of any changes that are made.

B. It may be necessary, from time to time, for you to work hours in excess of, or differing from, your normal working hours.

C. It may be necessary for you to be trained in, and use, new technology as it is introduced into the Council's activities.

D. It is a condition of employment that you may be required to assist in the organisation and running of elections or referenda that take place in the City, relating to Parish Councils, the City Council, the County Council, Parliament, or other similar bodies. You will normally only be required to carry out election and referenda duties when there are insufficient experienced volunteers from within the Council's service who are available for and able to carry out such duties.

E. You will carry out your responsibilities with due regard to the Council's Equality, Diversity and Inclusion Policy.

F. You will be aware and undertake training as required in line with your responsibilities set out in the Council's Safeguarding children and vulnerable adults policy.

G. All staff have a responsibility for data security in accordance with Data Protection regulations. You are required to ensure that you adhere to Council Policies and Procedures regarding data security. Whilst working at the Council, you may gain knowledge of confidential matters about members of the public and staff. Such information must be considered strictly confidential and must not be discussed or disclosed in an unauthorised manner. Service Managers and designated Information Asset Owners must be aware of their responsibilities, internal procedures and training requirements as directed by the Information Governance team.

Person Specification

HGV DRIVER / LOADER

	ESSENTIAL	DESIRABLE
Education/Qualifications		
HGV/LGV Category C Licence (formerly HGV Class 2 or 3)	E	-
Full driving licence	E	-
Holding current driver CPC card and Digi Card	E	-
Knowledge		
A good geographical knowledge of Chelmsford	-	D
Demonstrable knowledge and understanding of the legislation affecting HGV/LGV drivers, in particular around drivers' hours and vehicle road worthiness.	E	-
Experience		
Experience driving HGV/LGV vehicles in a commercial or local authority environment.	E	-
Experience of working and communicating effectively with customers	E	-
Experience of working on your own, but fitting into wider team requirements	E	-
Experience of keeping accurate records	E	-
Experience of adhering to safe working practices	E	-
Personal Qualities and Attributes *Candidates will be expected to demonstrate the following qualities and attributes in relation to the job:*		
Responsible attitude towards the general upkeep and operation of vehicles	E	-
Demonstrable understanding of, and commitment to, the principles of equality and diversity	-	D

Corporate Values and Behaviours

Within Chelmsford City Council we have values that are at the core of how we behave. They form part of our induction and probation processes and underpin our 1-1 conversations. Each value is listed below with behaviours.

Accountability - We take responsibility and ownership for our own actions, behaviours and performance

- We take responsibility to follow things through to completion
- We actively recognise what is working and what is not and are open about mistakes
- We positively contribute to the team and organisation and seek solutions to problems
- We recognise and positively challenge inappropriate behaviour

Creativity - We are flexible in our approach; we focus on solutions

- We adapt our approach keeping the best outcome for all in mind
- We encourage people to try out new approaches and ideas
- We learn from others to find solutions and to improve performance
- We encourage and support people to take measured risks

Learning and Encouraging - We recognise our success; we provide support to further our skills and experience

- We support and encourage each other to be our best
- We recognise and appreciate the contribution that everyone makes
- We take responsibility for finding opportunities to learn for ourselves and develop
- We support others to develop and learn

Collaborative - We build relationships; we achieve more together

- We talk with others to understand their perspective
- We find opportunities to get involved
- We involve other people early in our thinking to keep them informed
- We ask other people to get involved in what we're doing to build strong working relationships
- We seek ideas from inside and outside of our team to achieve more impact

Trust - We will be open and honest and do what we say

- We are open and honest
- We do the right thing and face up to difficult situations in a sensitive way
- We do what we say we will
- We demonstrate integrity by being fair and balanced in our approach
- We commit to the team agenda rather than personal priorities
- We treat each other as we would expect to be treated

Conditions of Service

The following is an outline of the main terms and conditions of service attached to the post. More detailed information can be provided on request or discussed at the interview stage.

Salary – Grade 5 Scale Point 17 (currently £30,045 per annum) rising to Scale Point 20 (currently £32,604 per annum).

Hours – 37 hours per week, worked 9.25 hours per day, Tuesday to Friday.

Annual Leave – The Council operates a standard holiday year from April to March. The entitlement for annual leave for this position is 236.8 hours (32 days) and rising to 273.8 hours (37 days) after 5 years continuous service. This also includes a standard 8 Bank Holidays (59.2 hours), although this may vary depending on the number of Bank Holidays that fall in a particular leave year.

Your annual leave entitlement as above will be calculated on a pro-rata basis dependent on the number of hours you work. The number of equivalent days may also vary based on your working pattern.

Sickness - The provisions of the national Scheme of Conditions of Service apply which provides for up to 6 months full pay and 6 months half pay after 5 years continuous local government service.

Pension - You will be entitled to join the Local Government Pension Scheme. Further details can be provided on request.

Notice Period - The period of notice is 1 month.

Probationary Period - The appointment is subject to a three month probationary period.

Criminal Records – The Council is an Equal Opportunities employer and as such the disclosure of a criminal record, or other information, will not necessarily exclude you from consideration for appointment. Any such information will be considered in relation to the tasks and responsibilities required of the postholder and the circumstances and environment in which the role would require you to work.

Failure to declare a conviction, caution, reprimand or final warning may, however, disqualify you from appointment, or result in dismissal if the discrepancy comes to light. A copy of our Policy for Employment of persons with criminal convictions can be viewed by clicking here.

Safeguarding – Chelmsford City Council is committed to promoting the welfare and protection of children, young people and vulnerable adults. Even if your job does not involve working directly with children, young people or vulnerable adults you would be expected to keep your eyes and ears open, as the responsibility of spotting abuse and ensuring the safety of those most vulnerable falls on us all. As part of this commitment the Council ensures that all jobs are reviewed and applicants successful at interview undergo a DBS check where necessary.

Employees who breach the Council's safeguarding policy or fail to follow safeguarding procedures will face investigation and possible disciplinary action, which could lead to dismissal and a criminal investigation.

Equal Opportunities – Chelmsford City Council is an Equal Opportunities Employer.

Benefits

UK Healthcare Cashplan: The Council pays for a healthcare cashplan for all Permanent members of staff who have successfully passed their probationary period.

Professional Fees: The Council will pay the annual subscription to one professional body if this is a requirement of the post.

Employee Assistance Programme: Available for all employees, this is a free confidential service provided by the Council offering expert advice, invaluable information, specialist counselling and support.

Season Ticket Scheme: Staff can apply for a loan to purchase season tickets for travel to work by train or bus. You will be given a cheque for the full amount of the ticket and the loan will be repaid over a period of 12 months by means of monthly deductions from your salary. There are some terms and conditions, and the scheme is not open to all staff.

Staff Travel Plan: The Council's Staff Travel Plan contains a package of measures to reduce the use of private cars. It aims to promote walking, cycling, using public transport and car sharing. The Staff Travel Plan includes discounts such as 20% off season tickets. In addition there are shower and changing facilities, secure bike parking and parking spaces for car sharing. Regular Staff Travel promotions and events are held throughout the year.

Bike Loan Scheme: Staff can apply for a loan to purchase a bike or cycling equipment for travelling to work. An advance will be made via cheque (up to the value of £1000) and the loan will be repaid over a period of 12 months by means of monthly deductions from your salary, which can save you up to 42%. There are some terms and conditions, and the scheme is not open to all staff.

Staff Discounts: Chelmsford City Council employees benefit from various discounts to many businesses in Chelmsford.

Subsidised Car Parking: Available for new employees, parking currently offered at Meadows Retail Multi-Storey.