LISBURN & CASTLEREAGH CITY COUNCIL

JOB DESCRIPTION

Job Reference: JF3950

JOB TITLE:	Cleansing Operative
DEPARTMENT:	Environmental Services
UNIT:	Waste Management & Operations
SCALE	Scale 3, points 7 -9
RESPONBILE TO:	Cleansing supervisor
DURATION:	Permanent
LOCATION:	Central Service Depot, Altona Road
HOURS OF WORK:	37 hours per week

KEY PURPOSE OF JOB:

As a member of the Operational Services Team the post holder will be required to provide an effective and efficient refuse collection & street cleansing and amenity collection service throughout the assigned catchment area.

The post holder will assume other delegated duties appropriate to the post reasonably assigned by management.

KEY DUTIES AND RESPONSIBILITIES:

1. Carry out a full range of duties within the general cleansing service to include litter picking, manual sweeping and collection, removal and disposal of litter/dirt/leaves etc. from public places such as roads, pavements and open spaces.

2. Carry out a full range of duties within the general refuse collection service to include collection / removal of household and commercial waste, bulky amenity collections, removal of illegal / indiscriminate dumping waste, collection / disposal of dead and fallen animals, removal of ice / snow and spreading of salt as required. Ensure all duties/day's tasks are carried out according to schedules and at appropriate times.

3. Assist with completing all necessary paperwork in the correct format and on the correct forms. Notify Cleansing Supervisor of any changes to work load and reasons for same.

4. Comply with all Council policies and statutory regulations including all requirements under Health, Safety and Welfare at work legislation and all current road traffic regulations (this will include use of personal protection equipment, clothing and company mobile phones).

5. Provide a high level of Customer care at all times and provide customers with relevant information as required.

6. Undertake any training identified as necessary to meet the requirements of the post including first aid training if required. Job holders are reasonably expected to attend briefings/meetings relevant to their role and work practices as an inherent part of their core responsibility.

7. Be the first point of contact for the crew, liaising with supervisors and relaying instructions to other members of the crew, as directed.

8. Ensure compliance with Council policies and procedures, including Safeguarding, Health & Safety and Equality Legislation, and operate within the highest standards of organisational skills and personal behaviour, which reflect the core values and behaviours of the organisation

The services falling within the responsibility of this post are as follows:

- Refuse
- Street Cleansing

Note:

The post holder should be aware that the responsibilities and functional areas of the post may be subject to change as a result of organisational change. The Council therefore reserves the right to change the duties of the post by adding to or amending the range of functional responsibilities. The post holder will be required to be flexible and adaptable to meet the changing needs and requirements of the organisation.

Person Specification – Cleansing Operative

	Essential Criteria	Method of Assessment
Qualifications and Experience	It is **essential** that applicants have a minimum of: EXPERIENCE 1.1- One years' previous employment experience in performing manual work. 1.2- Previous employment experience in Waste Collection/ Street Cleansing or relevant related field.	Application Form/ Interview/ Assessment Centre/Pre-employment checks
Knowledge	Knowledge of waste reception, removal, storage and sorting. Knowledge of health and safety guidelines.	Interview/ Assessment Centre

"We are an equal opportunities employer, and we welcome applications from all suitably qualified persons."

BEHAVOURAL COMPETENCIES – REFER TO ATTACHED GUIDE 'COMPETENCY FRAMEWORK FOR LOCAL GOVERNMENT'

The following behavioural competencies have been designated as essential behaviours that should be demonstrated in order to successfully perform this role. These behaviours will be assessed during the selection process. Applicants should refer to the attached competency guide.

Factor	Criteria	Essential	Desirable	Assessment Method
Behavioural Competencies	**1.3 – Managing Performance (Frontline)** Sets clear, aligned, high standard performance goals and objectives for self, others and organisation.	Yes		Application / Interview
	2.2 – Developing Our Own Capability (Frontline) Looks for opportunities to learn and develop in order to deliver and add value to their own role.	Yes		Application / Interview
	3.3 – Meeting Customer Needs Establishes the needs of customers and strives to ensure that these are met.	Yes		Application / Interview
	4.3 – Achieving Results Takes personal responsibility for making things happen. Shows motivation and perseverance in overcoming obstacles and achieving results	Yes		Application / Interview