

Job description

Job title: Cleansing Operative
Grade: Level 1 (a) – Dorset Council Grade 3
 Level 2 (b) – Dorset Council Grade 4

Job evaluation reference: NE223a,b

Job family: Natural Environment

Purpose and impact

1. To clean public areas and be responsible for maintaining standards of cleanliness for the Dorset Council Waste Service.

Key responsibilities

2. Undertake duties relating to the manual sweeping, collection and removal of litter, dirt and debris, emptying of litter bins and, if specified, emptying dog bins.
3. May be required to carry out the cleaning of public toilets. To carry out any small repairs or maintenance issues, including removal of small blockages, if specified.
4. The removal of graffiti, where required.
5. The collection of fly-tips.
6. Road sweeping duties using mechanical or non-mechanical means.
7. Complete daily paperwork as required.
8. To comply fully with Health and Safety guideline, ensuring safe working practices.
9. Any other reasonable and comparable duties as required.

In addition to the above at Level 2:

10. Required as part of daily duties to drive and be responsible for Council vehicles below 3.5t
11. Responsible for daily vehicle checks, ensuring the vehicle is mechanically operational and roadworthy. Completion of relevant statutory paperwork

NB: The duties and responsibilities of this post are not restrictive, and the post holder may be required on occasion to undertake other duties. This will not substantially change the nature of the post.

Supervision and management

12. Reporting to: Supervisor

In addition to the above at Level 2:

13. Responsibility for: Supervision for one other cleansing operative, only when undertaking T1/T2 traffic management on the highway. Responsibility would include ensuring the correct procedure and use of equipment and PPE is followed. This will be on-site in the immediate working proximity.

Other factors

14. The postholder will be responsible for the PPE as supplied.
15. Routine maintenance checks of vehicle.



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16. This is an outdoor based role; the post holder will be predominantly working/driving alone. Exposure to all weather conditions, traffic conditions, hazards connected to driving/operating machinery. Exposure to dirt, dust and noise. Will involve handling of chemicals and contact with unknown substances and materials. Contact with the public with risk of challenge or abusive behaviour. The post requires a lot of walking, standing, bending, lifting and driving throughout the day.

In addition to the above at Level 2:

The postholder will be responsible for any vehicle allocated to drive, and equipment supplied.

Our values

Our values act as guiding principles, defining what we believe is important in the ways we work together. Our values are Respect, Together, Accountability, Openness and Curiosity. You will need to be able to demonstrate these values in action through the way you work, regardless of your role within the organisation. Information about our values can be found on our website.



Person specification

Your application will be assessed based on your demonstration of how you fulfil the following criteria: you should include clear examples of how you meet these criteria within your application form and during the assessment process.

Essential

Essential criteria are the minimum requirement for the above post and will be assessed through a combination of your application form, assessment, interview and references (as specified below). We will require evidence of the qualifications, training or registrations listed below.

Qualifications, training or registrations Required by law or essential to the performance of the role or both	Assessed through:
1. A general standard of education.	Application form
In addition to the above at Level 2:	
2. Full and clean driving licence.	Application form
3. T1/T2 traffic management qualification	Application form
Experience	
4. Previous experience of working within a cleaning role	Application form
Knowledge	
5. Safe and proper use of cleaning materials	Application form Interview Assessment
6. Awareness of health and safety	Application form Interview Assessment
7. Awareness of working within the public domain.	Application form Interview Assessment
Skills and abilities	
8. Ability to work as part of a team but also on own initiative with minimum supervision.	Interview Assessment
9. Methodical and organised	Interview Assessment
In addition to the above at Level 2:	Interview Assessment
10. Driver	Interview Assessment
Our values	
11. Respect	Interview Assessment
12. Together	Interview Assessment
13. Accountability	Interview Assessment
14. Openness	Interview



	Assessment
15. Curiosity	Interview Assessment
Other	
16. Prepared to work in all weather conditions and in a variety of public environments.	Application form
17. Willingness to work out of hours in emergency circumstances.	Application form

Desirable

Desirable criteria will be used in the event of multiple applicants meeting the minimum essential requirements and if applicable, will be assessed through a combination of your application form, assessment, interview and references (as specified below). If you meet the desirable criteria, we will require evidence of the qualifications, training or registrations listed below.

Qualifications, training or registrations	Assessed through:
18. NVQ 2 or equivalent in Waste Environment.	Application form
19. Full and clean driving licence	Application form
Experience	
20. Experience of working within the Waste collection environment.	Application form
21. Experience of working with the Public	Application form
Knowledge	
22. Knowledge of Waste/Cleansing industry	Application form Interview Assessment
Skills and abilities	
23. Driver	Interview Assessment

Approval

Manager's job title: Dave Nichols

Date: January 2022

