

Job summary

Role title: Reserve Driver
Department: Waste and Recycling

General description of role

Duties include driving the refuse and recycling vehicles as and when required and to cover other driver's absence.

Top duties / responsibilities of role

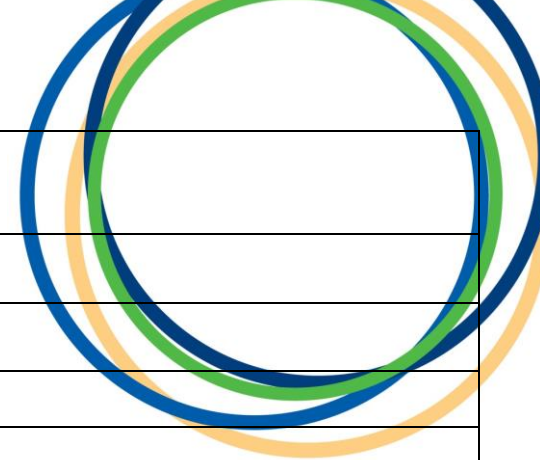
- Undertake either working alone or as part of a team, the collection of Waste and Recycling services at a variety of locations throughout the Borough.
- Use the waste management systems (Bartec) to complete rounds and report issues.
- Receiving instructions regarding exempt collections, special arrangements and specific collection points and ensuring these are carried out.
- Assisting as required with vehicle manoeuvring both during collection operations and at the point of vehicle discharge.
- Be responsible for a major capital asset in driving refuse collection vehicles as required.
- Conduct all duties in a safe and proper manner, as defined in the Safe Working Practices, Risk Assessments and Specific Site Rules, that may apply when working away from the depot.
- When disposing of Waste, abide by the rules set out by the allocated transfer station.
- Always promote a positive and efficient image of the Council and act within the council's Customer Care policy and Uniform Policy.
- Promote ideas for improving the Service.
- Adhere to the Council's Health and Safety policies and guidelines, ensuring that your crew wear PPE at all times
- Advise the public on the Borough's Refuse, Recycling and Cleansing regime where necessary.
- Report any Waste/Cleansing/Streetscene problems to your line manager or on the incab technology as soon as possible.
- If no driving duties are available, undertake loading duties and undertake ad hoc duties as required, within the scope of the job.

Person specification and interview assessment form



| | | | |
|--------------------------|----------------|-------------------------------------|--|
| Candidate name | | | |
| Contact number | | | |
| Role title | Reserve Driver | | |
| Date of interview | | Signed by recruiting manager | |

| Selection and Interview Criteria | | Scoring | |
|--|---|--|---------------------------------|
| Criteria | Criteria importance E = Essential P = Preferred | Score 3 = Met with full example 2 = Partly met with example 1 = Partly met no example 0 = Not demonstrated | Score rationale/interview notes |
| Qualifications | | | |
| HGV and current clean driving licence (speeding points will be discussed) and up to date CPC | E | | |
| Basic Standard English and Maths | E | | |
| Basic Computer Skills (required to operate in cab tablet) | E | | |
| Good Knowledge of Health and Safety | E | | |
| Experience and achievements | | | |
| Sound experience of using HGV within last 6 months | E | | |
| Previous experience of working outdoors in all weathers | E | | |
| Role required competencies and behaviours | | | |
| Good all round communication skills | E | | |
| Knowledge of Local Authority Services | P | | |



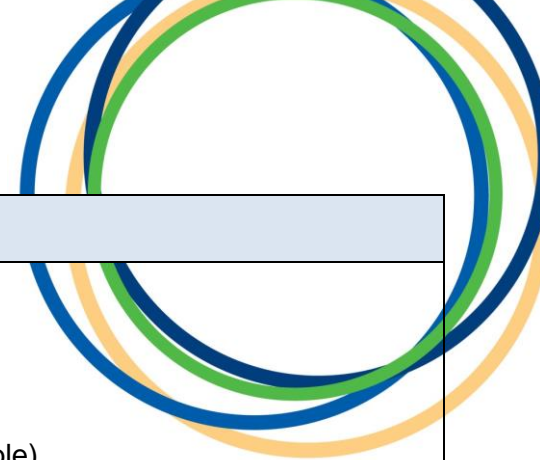
| | | | |
|--|---|-----------------|---|
| Track record of applying good customer care and understanding of the importance of good customer service | E | | |
| Ability to cope in a physically demanding role | E | | |
| Ability to supervise and train a small team | P | | |
| Excellent timekeeping and reliability | E | | |
| Corporately required personal qualities and behaviours | | | |
| Innovative | E | | |
| Supportive | E | | |
| Flexible | E | | |
| Positive | E | | |
| | | | |
| Total Criteria Score | | | Feedback to be given to candidate: |
| Essential Criteria Score | | | |
| Preferred Criteria Score | | | |
| Appointment choice number | | 1st / 2nd / 3rd | |

Summary of employment package



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|-------------------------------|---|
| Place of work | The role will be primarily based at Earlswood Depot, Redhill . We may require you to work from another place of work within the Borough or a neighbouring Borough or District, or further afield by prior agreement. |
| Salary | Graded Operative, the salary will be in the region of £34,278.75 - £35,028.75 per annum dependent upon experience. Cost of living awards are reviewed annually on 1 April. Incremental progression and bonuses may be payable in line with the appraisal scheme. |
| Duration of contract | The contract will be offered on a permanent basis. |
| Probationary period | Upon joining the Council, all staff are required to satisfactorily complete a six month probationary period. |
| Hours of work | Hours of work 45 per week with a 6am start. |
| Employment Benefits | |
| Flexible working hours | Flexible working allows for the alteration of start/leave times and length of lunchtime break, time off in lieu for longer hours worked and a flexible working system. Whilst staff are expected to manage their time and keep working hours within acceptable limits, flexible working arrangements are always subject to sufficient office cover and the particular needs of the service at that time. |
| Annual leave | The basic leave entitlement is 259.2 hours per annum pro rata (equivalent to 36 standard days), rising to 295.2 hours per annum (equivalent to 41 standard days) pro rata after five years continuous local government service, inclusive of Bank Holidays. |

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| <p>Pension</p> | <p>You will be auto enrolled into the Local Government Pension Scheme (LGPS) to which the Council contributes 15% of your earnings each year.</p> <p>You are able to transfer funds into the LGPS within the first twelve months of employment. However, you can also choose not to join the scheme and make your own arrangements. If you wish to opt out of the scheme you will not be able to do so until after your first day.</p> <p>Your pension contribution rate will depend on your full time equivalent annual salary. The salary and rates are reviewed annually on 1 April each year. The current rates can be found on the Surrey Pension Fund website: http://www.surreypensionfund.org/surrey-pension-fund/paying-in/membership-and-contributions/#contribution-rates</p> |
| <p>Training and development</p> | <p>The Council actively encourages continued professional development and talent development.</p> <p>Learning facilities are available in-house, including a dedicated Training Room for both individual and group learning. The Council also has a number of Computer Based Training packages.</p> |
| <p>Professional subscriptions</p> | <p>If you are required to be a member of a professional organisation(s) for your role, we will pay the subscription fee(s) each year directly by invoice.</p> |
| <p>Car parking / Travel loan scheme</p> | <p>Unless your role is classed as an essential user, you take part in our car share scheme, or you are physically disabled, car parking is not made available.</p> <p>The Council offers interest free loans to encourage staff to travel by alternative methods to solo car use. Loans are available to purchase bicycles and accessories to the value of £1000, for quarterly/yearly rail season or bus tickets or a season car park pass.</p> |
| <p>Cycle purchase scheme</p> | <p>The Council offers staff who have passed the probation period and are employed for 18 months or more, the opportunity to lease/purchase bikes and related safety equipment up to £1000, reducing tax and National Insurance deductions. Staff are required to use the bike mainly for journeys between home and work.</p> |
| <p>Employee discounts</p> | <p>All staff have access to special offers and discounts on national and local high street shops, restaurants, motoring benefits, discount cinema and theatre tickets, holidays, insurance and much more.</p> <p>Full annual discounted membership is available for the 'Better' run leisure centres at Tadworth, Donyngs and Horley.</p> |



Other Conditions

| | |
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| Pre-employment checks | <p>Appointments are offered subject to several pre-employment checks:</p> <ul style="list-style-type: none">• at least two satisfactory references• eligibility to work within the UK, and proof of your identity• evidence of relevant qualifications• medical clearance (as manual handling / driving is an intrinsic requirement of the role) |
| Fleet driver | <p>You will be classed as a 'fleet driver' for the Council and need to agree to the terms of the fleet drivers policy, which includes agreeing to a health assessment, driving assessment, regular eye checks, and for the Council to undertake regular driving licence checks.</p> |
| Paid work with another employer | <p>If you are appointed, your contract with the Council should normally be classed as your main employment.</p> <p>You will devote your whole-time service to our work and not be involved in any other business or take up any other appointment without getting written permission from your manager or the Chief Executive.</p> |
| Disclaimer | <p>Please note that this document outlines the likely employment package for this role but does not form part of your terms and conditions of employment if you are subsequently employed by Reigate & Banstead Borough Council. These will be outlined in any contractual documents addressed to you directly.</p> |

Great People at Reigate & Banstead

Our great working environment and the values and behaviours of every individual and team in the Council, help to evolve the culture of our organisation to become more commercial, innovative and embracing of change.

Successful applicants to our career opportunities will be able to demonstrate they share the values and behaviours we seek in our organisation.

Our Vision

Working together to make a great place to live, work and enjoy.

Our Values

Making a difference, doing the right thing, being bold and confident.

Our Behaviours

We should demonstrate our values by being positive, supportive, flexible, and innovative.

Positive: I maintain a “can do” attitude and a smile

- ✓ Create an encouraging and optimistic environment and bring others with me
- ✓ Approach others in a pleasant, happy and upbeat manner
- ✓ Maintain enthusiasm in difficult times
- ✓ Demonstrate commitment to my own service and to the Council
- ✓ Demonstrate an "I care" attitude

Supportive: I create an environment where the people I work with feel valued and respected and have confidence to develop

- ✓ Understand the council's priorities and work towards a common goal
- ✓ Work across boundaries to develop relationships, share information and keep others informed
- ✓ Listen to the views of others allowing the best way forward to be found
- ✓ Communicate in a courteous and respectful manner
- ✓ Behave in ways that promote the fair and equal treatment of all

Flexible: Adapting the way I work, I can deal confidently with change and accept new and different ideas and approaches

- ✓ Accept that change is an integral part of working at Reigate & Banstead
- ✓ Demonstrate an open mind to new ideas and proposals
- ✓ Display a willingness to do things differently
- ✓ View change in working practices as an opportunity for improving and developing
- ✓ Adopt a flexible approach to meet the team's requirements

Innovative: I work to develop new ideas and workable solutions to drive the Council forward

- ✓ Question currently accepted ways of doing things
- ✓ Implement good ideas, learn from others, both internally and externally
- ✓ Identify novel ways of resolving issues using own initiative
- ✓ Suggest and trying out new approaches
- ✓ Challenge the status quo in a constructive way

Great People

